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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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La Cour suprême protège le droit à la négociation collective

DANS une décision marquante rendue le 8 juin, la Cour suprême du Canada affirme que la négociation collective est protégée par la Charte des droits et libertés. Ce jugement signifie que les gouvernements ne peuvent réduire leurs coûts en révoquant la totalité ou des parties fondamentales des conventions collectives négociées.

Dans son jugement pris à six contre un, la Cour suprême déclare inconstitutionnelles certaines parties de la *Health and Social Services Delivery Improvement Act* (loi sur l'amélioration de la prestation des services sociaux et de santé) de la Colombie-Britannique, qui privaient les travailleurs et les travailleuses de la santé de cette province de leurs droits prévus dans les conventions collectives et qui ouvraient la voie à des pertes d'emploi massives ainsi qu'à la passation de marchés à des multinationales.

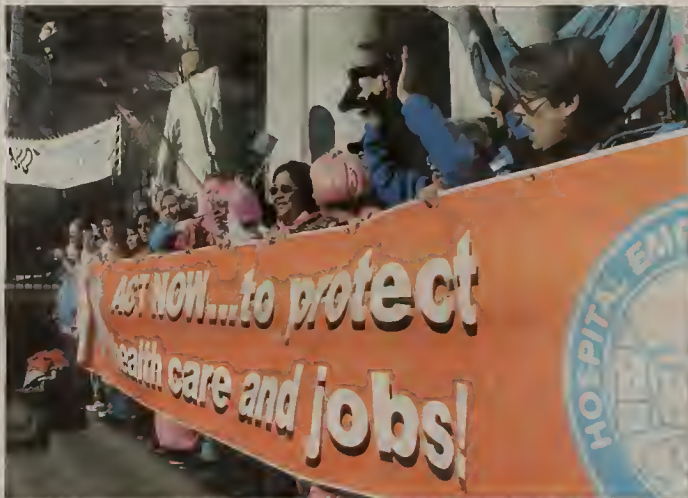
« Le droit de négocier collectivement avec un employeur accroît le degré de dignité, de liberté et d'autonomie des travailleurs en leur permettant d'influencer sur l'établissement des règles de travail et, par conséquent, d'exercer un certain contrôle sur un important aspect de leur vie, c'est-à-dire le travail », ont indiqué la juge en chef Beverley McLachlin et la juge Louise LeBel dans leur décision.

Rosemary Morgan, conseillère juridique de l'ACPPU, a déclaré que le jugement de la Cour suprême se démarque considérablement des décisions antérieures. « La Cour suprême déclare maintenant non seulement que le droit de négocier collectivement est un droit fondamental qui existait avant l'adoption de la Charte, mais aussi que la négociation collective renforce les valeurs connexes prévues par la Charte que sont la démocratie, l'égalité et la liberté d'expression », a affirmé M^{me} Morgan.

Les décisions judiciaires prises antérieurement ne tenaient pas compte des différences entre les organisations, traitant les clubs littéraires et les syndicats de la même manière pour ce qui est de la liberté.

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Supreme Court Decision Protects Bargaining Rights



British Columbia unions protest Bill 29 when introduced four years ago.

Ruling extends freedom of association provision of Charter to include right to free collective bargaining.

IN a remarkable decision June 8, the Supreme Court of Canada ruled that collective bargaining is protected by the Charter of Rights and Freedoms. The ruling means that governments cannot cut costs by revoking all or fundamental parts of negotiated collective agreements.

The court's six-to-one decision strikes down parts of Bill 29, British Columbia's Health and Social Services Delivery Improvement Act, which trampled collective agreement protections for healthcare workers and paved the way for massive job losses and contracting out to multinational corporations.

"The right to bargain collectively with an employer enhances human dignity, liberty and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over a major aspect of their lives, namely their work," Chief Justice Beverley McLachlin and Madam Justice Louise LeBel wrote in their ruling.

CAUT legal counsel Rosemary Morgan said the court's decision is a significant break from past de-

isions. "The court has now declared that the right to collectively bargain is a fundamental right, predating the Charter, and, significantly, that collective bargaining augments the related Charter values of democracy, equality and freedom of expression," Morgan said.

Previous court decisions had ignored the differences between organizations, treating the freedom of book clubs and trade unions as if they were identical.

As the ruling, which was also signed by justices Michel Bastarache, Ian Binnie, Morris Fish and Rosalie Abella, states, "The unfortunate effect (of this decontextualized approach) was to overlook the importance of collective bargaining — both historically and currently — to the exercise of freedom of association in labour relations."

"The history of collective bargaining in Canada reveals that long before the present statutory labour regimes were put in place, collective bargaining was

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NEWS ACTUALITÉS

Feds National Science & Tech Strategy Gives Industry More Say

THE federal government wants to boost university-business links and give industry more say over how the granting councils operate as part of a new national science and technology strategy intended to strengthen Canada's economy.

The Conservative government's Mobilizing Science and Technology to Canada's Advantage is designed to reverse what is seen as Canada's poor innovation performance through increased research and development investment that links the "competitive energy" of entrepreneurs to the "creative genius" of Canada's scientists.

"Our goal is to make it easier for businesses to create and commercialize new products and services," Prime Minister Stephen Harper said last month in announcing the strategy at Waterloo's Perimeter Institute for Theoretical Physics. "If we do not improve, Canada will become a poorer, weaker country."

But CAUT executive director James Turk says the plan put forward by the government could hinder scientific innovation by tying university researchers too closely to the demands of the private sector.

"Private firms aren't really interested in the traditional focus on basic research in universities," Turk said. "Yet, it's been discoveries in basic science that have fuelled innovation and led to the majority of important new applications of commercial significance."

While the strategy mentions the importance of maintaining government funding for basic research, Turk says the overall focus is on giving businesses more influence over university research.

"The strategy is unbalanced and some of the proposals raise serious concerns about their impact on the independence and integrity of university research," he said.

The government says it will strengthen university-industry partnerships through the creation of new business-led networks under the Networks of Centres of Excellence program, new Centres of Excellence in Commercialization and Research and a new tri-council private-sector advisory board for the granting councils to "provide advice on the implementation of business driven" initiatives.

The Conservatives are also planning changes to the governance structure of the granting councils, including appointing more business representatives to the council's governing bodies to "ensure that the composition... reflects Canada's broad economic and national interests."

The government's plan focuses federal support for R&D in four key areas of national interest where Canada can build "global research and commercial leadership": natural resources, the environment, health, and information technology.

"While it's good to identify some national priorities, we do have concerns

this means the government will take more liberty with picking specific research projects to fund in the future and the research community will have less of a say," Turk said.

The federal 2007-2008 budget, he added, may have signaled this when \$105 million of new funding was announced for selected research centres without any peer-review process.

"While the centres that received the money were no doubt worthy recipients," Turk said, "the lack of a proper and thorough peer review is troubling."

The science and technology strategy also involves a shake-up in government science agencies and departments, with plans to move as many as five government laboratories to universities and the private sector.

"This is disturbing because in many cases it is absolutely essential that science be performed by government departments, especially when it comes to activities supporting health and safety and environmental regulations," Turk said.

Funding for the strategy will come from the \$9.2 billion already allocated for science and technology expenditures in the current budget. ■

Mobilizing Science and Technology to Canada's Advantage is available for download at www.ic.gc.ca/s&tstrategy.

La stratégie fédérale en S et T donne plus de poids au secteur privé

DANS le cadre de sa nouvelle stratégie nationale des sciences et de la technologie visant à renforcer l'économie canadienne, le gouvernement fédéral veut accroître les liens entre les entreprises et les universités et donner à l'industrie plus de pouvoir sur les activités des conseils subventionnaires.

Le plan du gouvernement conservateur, *Réaliser le potentiel des sciences et de la technologie au profit du Canada*, a pour but de changer ce qui est perçu comme les piètres résultats du Canada en matière d'innovation en augmentant les investissements en recherche-développement qui lient « l'énergie compétitive » des entrepreneurs au « génie créateur » des scientifiques canadiens.

« Notre objectif est de faire en sorte qu'il soit plus facile pour les entreprises de créer et de commercialiser de nouveaux produits et services », a déclaré le premier ministre Stephen Harper le mois dernier lors du lancement de la stratégie à l'Institut Perimeter pour la physique théorique à Waterloo. « Nous devons nous améliorer, sans quoi le Canada s'appauvrit et s'affaiblit. »

Le directeur général de l'ACPPU, James Turk, soutient cependant que le plan du gouvernement pourrait en fait entraver l'innovation scientifique en subordonnant trop les chercheurs universitaires aux exigences du secteur privé.

« La recherche fondamentale, priorité traditionnelle des universités, n'intéresse pas vraiment l'entreprise privée », explique-t-il. « Pourtant, ce sont les découvertes scientifiques fondamentales qui ont alimenté l'innovation et mené à la majorité des nouvelles applications commerciales d'envergure. »

Même si le plan mentionne l'importance de maintenir le financement gouvernemental pour la recherche fondamentale, M. Turk croit que l'objectif général consiste à donner aux entreprises plus d'influence sur la recherche universitaire.

« Cette stratégie est déséquilibrée. Certaines propositions suscitent de graves préoccupations sur leurs conséquences pour l'indépendance et l'intégrité de la recherche universitaire », ajoute-t-il.

Le gouvernement fédéral dit vouloir renforcer les partenariats universités-secteur privé en créant des centres d'excellence en recherche et en commercialisation, des réseaux de recherche axés sur les affaires en vertu du programme des Réseaux de centres d'excellence ainsi qu'un conseil consultatif pour les conseils subventionnaires formé de représentants du secteur privé et des trois conseils et chargé de « donner des avis sur la mise en place d'initiatives axées sur les affaires ».

Les Conservateurs prévoient également des changements à la structure des conseils subventionnaires, notamment en nommant davantage de représentants des entreprises aux conseils d'administration de ces organismes « afin que la composition des conseils traduise les intérêts économiques et nationaux généraux du Canada ».

Le gouvernement compte concentrer le financement fédéral de la R-D sur quatre secteurs prioritaires d'intérêt national dans lesquels le Canada peut « s'imposer comme chef de file mondial sur le plan de la recherche et de la commercialisation » : les ressources naturelles, l'environnement, la santé et les technologies de l'information.

« S'il convient d'établir des priorités nationales, il est à redouter que ces mesures ne signifient que le gouvernement s'accordera à l'avenir plus de liberté pour choisir des projets précis à financer et que le poids de la communauté des chercheurs dans ces décisions diminuera », s'inquiète M. Turk.

À son avis, l'annonce dans le budget fédéral 2007-2008 d'un nouveau financement de 105 millions de dollars pour des centres de recherche choisis sans aucun processus de contrôle par les pairs pourrait bien être un signe de ce changement.

« Les centres qui ont été choisis mériteraient sans doute ce financement », dit-il. « Ce qui est inquiétant, c'est l'absence d'un processus de contrôle formel par les pairs. »

La nouvelle stratégie en matière de sciences et de technologie implique aussi de grands changements dans les agences et les ministères scientifiques du gouvernement : jusqu'à cinq laboratoires gouvernementaux passeraient aux universités et au secteur privé.

« C'est troublant parce que, dans bien des cas, il est absolument essentiel que la recherche scientifique soit effectuée dans les ministères, surtout quand ces activités touchent la santé et la sécurité et la réglementation environnementale », souligne M. Turk.

La mise en oeuvre de la stratégie sera financée par les crédits de 9,2 milliards de dollars déjà affectés dans le budget aux dépenses en sciences et en technologie. ■

La stratégie *Réaliser le potentiel des sciences et de la technologie au profit du Canada* peut être téléchargée à l'adresse <http://ic.gc.ca/cmb/welcomenc.nsf/ICPages/Publications-sur-le-Ministere>.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

What a Difference 12 Years Make: CAUT on the Move (Part 3)



By GREG ALLAIN

In my last two columns, I used the opening in February of our new office building in Ottawa as an occasion to reflect on CAUT's growth since 1994, when our former building was inaugurated. So far I've looked at our membership growth and our expanded activities and services on the academic freedom front and in collective bargaining. In this issue, I examine the greatly enhanced portfolio of courses and workshops offered by CAUT, the increased number of our publications and our broadened range of awards.

Education is a key element of any overall development agenda, whether for an academic staff association or union, or in most types of associations, and especially in a national organization like CAUT.

This is true both to raise awareness of crucial issues among private citizens and political decision-makers and to help our own members and the executive officers of our member associations. Accordingly, CAUT has made education a high priority and has developed a comprehensive array of programs, from conceptual courses to hands-on application workshops that are offered on-site and at no charge to associations.

The introductory collective bargaining course has been a regular staple for quite some time and in response to strong demand has been offered eight times locally in the past year alone. Health and safety training is a relatively new and most welcome addition, and this course was provided in four locales this year. Our newest addition, advancing gender equity, has already been offered at five locations since its launch last fall. The one-day media and communica-

tions workshop was presented twice last year and several times this year and one intellectual property workshop was held.

A few years ago, borrowing from the most effective trade union educational programs in Canada, CAUT trained some of its members as instructors so it could make its courses and workshops more widely available. One good example is the introduction to grievance handling, which was offered six times last year, four of which were given by our member-instructors. Another example is the executive and council/board training course held once last year.

The capability of having trained members in various regions of the country give our courses helps us decentralize some of our services and offer even more courses to satisfy the needs of our member associations. This is a step in

See WHAT A DIFFERENCE Page A8

Teaching as Inspiration, not Just Method



By GARY DAY

I DID something terrible the other day. I taught a group of students. I gave them a new interpretation of George Orwell's *Nineteen Eighty-Four*. I know I shouldn't have done it but, the thing is, I know more than they do and, even if guided, they would never have discovered it for themselves. For we are dealing with people who can't even read handbooks, let alone novels. Well, some of them. Such as those who send me e-mails beginning "Hi, I'm confused about what we're supposed to be doing this week." If they can't even follow the course programme, what hope is there that they will be able to cope with the complexities of Orwell?

Or maybe I am doing them an injustice. Maybe they are practising their skills of literary analysis on the handbook, teasing out its warning significations until they eventually confront what deconstructionists call the aporia, that moment where meaning is radically indeterminate. But I doubt it. When asked if they could see any connections between *Nineteen Eighty-Four* and our own society, the best they could come up with was that both had prostitutes.

This is why I have some sympathy for the proponents of teaching and learning. The students I am describing come from non-traditional backgrounds and require a lot of support. Many do not have — or even aspire to — the cultural capital that students had when entry to university was by competition, not government diktat. Most who do our first-year drama course have never been to the theatre. So I am always ready to listen to suggestions on how to improve — with the proviso that those who dispense the advice have experience of teaching and researching in English. "Begin where they are," I have heard it said. Well, we won't get very far if we do that. It's where we're going that counts, not where we start from. Of course, we never arrive at enlightenment, but we may shed a few bad habits along the way.

Sadly, knowledge is out of fashion these days, thinking even more so. This is partly due to the rise of self-styled experts in teaching and learning. They are not interested in ideas but labels.

Apparently, there are seven types of learner. Of course there are. It's a significant number in Judaism, Islam and Christianity, too. And we mustn't forget the contribution of quality assurance to the current state of higher education. If only we could improve things by filling out forms. But, like Orwell's Newspeak, documentation narrows

the range of thought and its logic resembles doublethink; only by lowering standards can they be raised.

It's quite scary, really. Especially as these aren't the only parallels with *Nineteen Eighty-Four*. Winston Smith, the hero of that novel, spends his time trying to remember the past that the Party is constantly revising to fit with its view of the present. We haven't reached that stage yet, but there are many in higher education who cannot see the relevance of studying history. And one final resemblance: the Party has destroyed all forms of literature. It recognises that the personal life is a threat because it can't be easily policed. Deprive people of words and you restrict their thought, deprive them of imagination and you diminish their possibilities of life.

It's happening now. Literature is disappearing from the curriculum in schools. And it's on the way out in universities. During the 1960s and 1990s there were plenty of people only too happy to say there was no such thing. Usually professors of English. But now the hureaucrats have picked up the baton and are saying that skills are more important than subject matter. Such statements undermine our professionalism. They diminish the very thing that defines us as academics, our knowledge and understanding of our discipline. We hand over responsibility for what we do to consultants and then complain when business offers to run our courses.

I am not perfect, but I do care about my students and my subject — more than those who look at them from a distance, who obfuscate the obvious and come at thought with a slide rule. They view teaching as the application of a method, not a vehicle of inspiration. Well, I want to stir my students up, to take them to a higher level of confusion by demonstrating that not everything yields to pair or groupwork, which is often nothing more than an opportunity to catch up on gossip. I want them to understand that in a culture of visibility some things are hidden. It takes time to move sleeping images towards the light — a useful lesson in the audit age, whose default assumption is that none of us can be trusted. Big Brother must therefore watch over us. And the young are too busy ogling Jade and Shilpa to even notice. Or care. ■

Gary Day is principal lecturer in English at De Montfort University, Leicester, U.K.

This article first appeared in the 16 February 2007 edition of the Times Higher Education Supplement.

The views expressed are those of the author and not necessarily CAUT. Les opinions exprimées sont celles des auteurs et ne reflètent pas nécessairement la position officielle de l'ACPPU.

LE MOT DU PRÉSIDENT

Quelle différence 12 ans peuvent faire! L'ACPPU en mouvement (3^e partie)

Par GREG ALLAIN

DANS mes deux dernières chroniques, je me suis servi de l'inauguration de nos nouveaux bureaux d'Ottawa en février comme occasion de réfléchir à la croissance affichée par l'ACPPU depuis l'année de l'ouverture de notre ancien immeuble en 1994. Je me suis penché jusqu'ici sur la croissance du nombre de nos membres et sur l'expansion de nos activités et services dans les domaines de la défense de la liberté académique et de la négociation collective. Dans le présent numéro, j'examinerai la gamme accrue de cours et d'ateliers qu'offre l'ACPPU, le nombre étendu de ses publications et l'éventail élargi des prix qu'elle décerne.

L'éducation est l'un des éléments clés de tout programme de développement global, dans le cas des associations ou des syndicats de personnel académique ou de la plupart des types d'associations, et en particulier des organisations nationales comme l'ACPPU. Elle sert non seulement à sensibiliser le grand public et les décideurs politiques aux questions cruciales, mais aussi à aider nos propres membres individuels et les dirigeants de nos associations membres. C'est pourquoi l'ACPPU a fait de l'éducation une priorité élevée et a élaboré une

gamme complète de programmes, qui vont des cours conceptuels aux ateliers pratiques offerts sur place et gratuitement aux membres de nos associations affiliées.

Le cours d'introduction à la négociation collective se donne régulièrement depuis quelque temps déjà. En réponse à une forte demande, il a été offert huit fois à l'échelle locale pendant la dernière année seulement. Le cours sur la santé et la sécurité est un ajout relativement nouveau et fort apprécié. Il a été dispensé à quatre endroits cette année. Le cours sur la promotion de l'égalité des sexes, notre dernier-né, a déjà été offert à cinq endroits depuis son lancement à l'automne. D'une durée d'une journée, l'atelier sur les communications et les médias a été donné deux fois l'an dernier et plusieurs fois cette année. Un atelier sur la propriété intellectuelle a également eu lieu.

Il y a quelques années, s'inspirant des meilleurs programmes de formation syndicale au Canada, l'ACPPU a donné à certains de ses membres une formation de moniteurs de sorte que ses cours et ateliers puissent être offerts à plus grande échelle. Le cours d'introduction au règlement des griefs en est un bon exemple. Il a été dispensé six fois l'an dernier, dont

quatre fois par des moniteurs membres. Le cours de formation à l'intention des membres de l'exécutif ou du conseil, qui s'est tenu une fois l'an dernier, en est un autre exemple.

Le fait de pouvoir compter, dans diverses régions, sur des membres individuels ayant reçu la formation nécessaire nous permet de décentraliser certains de nos services et d'accroître le nombre de cours pour répondre aux besoins de nos associations membres. Bien qu'il s'agisse d'un pas dans la bonne direction, il y a encore place à l'expansion. Par exemple, les cours sur les communications et les médias ainsi que sur la négociation collective pourraient être dispensés par des moniteurs formés par l'ACPPU.

En plus de ces programmes d'éducation et de formation professionnelle, l'ACPPU donne aux personnes assumant des responsabilités semblables l'occasion de se réunir, non seulement pour découvrir les nouveautés dans leur domaine, mais aussi pour faire du réseautage, mettre en commun de l'information et faire part de leurs expériences avec des collègues de tout le pays. C'est dans cet esprit que, ces dernières années, l'ACPPU

Voir DIFFÉRENCE à la page A4

NEWS ACTUALITÉS

Two B.C. Journalists Take Home Media Excellence Awards

EDUCATION reporter Janet Steffenhagen and Momoko Price, a former writer with the University of British Columbia's student newspaper, have won the 2006 Awards for Excellence in Education Journalism, presented by CAUT.

The Vancouver Sun-based Steffenhagen received the award in the professional media category for her investigative reporting on the flawed regulation of British Columbia's private post-secondary institutions. A graduate of Carleton University, Steffenhagen worked for the Canadian Press and Saskatchewan's Star Phoenix before joining the Sun's staff in 1997.

Price, now a graduate student at the University of Toronto, won in the student category for her article "Whitey don't see that," which appeared in the *Ubyssy*.

The awards were presented at CAUT's Council meeting on April 28 in Ottawa.

CAUT established the awards programme in 2001 to recognize and encourage excellence in coverage of post-secondary education topics in both the professional and student media.



CAUT award winners Janet Steffenhagen & Momoko Price.

Nominations are submitted by academic staff associations, media organizations and other interested parties. Entries are judged by a jury of journalism faculty on the basis of relevance, originality, quality of investigation and research, poten-

tial impact on policy makers and the fulfilment of professional standards of journalism. Each award is worth \$1,000. ■

Version française à la page A6.

Stonechild Award Upheld at FNUC

ASASKATCHEWAN judge has upheld an arbitration ruling that found the First Nations University of Canada violated the academic freedom of prominent faculty member Blair Stonechild.

"We're very pleased with the decision and hope the university will now respect the findings of the court and implement the appropriate remedies," said Dorothy Lane, chair of the University of Regina Faculty Association.

The case originated in May 2005 when the association filed a grievance on Stonechild's behalf alleging FNUC interfered with his academic freedom when the Assembly of First Nations withdrew an invitation for him to speak at a national symposium on post-secondary education hosted by the university earlier that year.

The arbitration panel found that Morley Watson, as chair of the university's board of governors, had inter-

fered with Stonechild's academic freedom by making "inappropriate comments" about him when the issue of his removal from the symposium's program was raised during an April 12 board meeting.

The university subsequently appealed the arbitration ruling, but in his decision Justice Ross Wimmer agreed Watson had "demonstrated personal irritation or antagonism toward Stonechild" during the board discussion of the symposium.

While the arbitration panel concluded Watson didn't play a direct role in the cancellation of Stonechild's speaking engagement at the symposium, it did find Watson failed in his obligation under the collective agreement to refrain from interfering in and to defend the academic freedom of faculty members.

In dismissing the university's application for a judicial review, Justice Wimmer concluded the arbitration

decision met the test of reasonableness and agreed that a breach of the collective agreement occurred.

Allegations of political interference and violations of academic freedom have plagued the university following the firing in 2005 of some senior administrators and the ordering of a forensic audit of FNUC's books. These concerns led to the Association of University and Colleges of Canada's decision last fall to investigate the university and recent decision to place the institution on membership probation.

"FNUC is facing many difficulties, but one way forward is for the university to embrace the principles of academic freedom and autonomy and to respect proper procedures and protocol in all dealings with staff and students," Lane said. ■

Version française à la page A7.

Supreme Court Decision Protects Bargaining Rights

From PAGE A1

recognized as a fundamental aspect of Canadian society, emerging as the most significant collective activity through which freedom of association is expressed in a labour context."

CAUT executive director James Turk said he's hopeful the judgment will result in a similar outcome for the 8,000-member Federation of Post-Secondary Educators, which launched a Charter challenge of a parallel B.C.

law that permitted the refusal of college employers to negotiate or recognize key terms of employment including maximum class sizes, maximum numbers of students per instructor, control over instructional techniques, hours and days of work, hours of operation, limits on scheduling of professional development time and vacation time and limits on the extent to which teaching-related tasks could be assigned to non-teachers.

"The Public Education Flexibility and Choice Act undercuts the fundamental nature of the employment contract for academic staff, including the clear adverse impact on academic freedom," Turk said.

"It presents a significant argument, now supported by decision, that the government has breached the sector's Charter right to association."

CAUT is an intervenor in this case. ■

Quelle différence 12 ans peuvent faire!

Suite de la PAGE A3

a mis sur pied un Atelier des présidents, un Forum des négociateurs en chef, un Atelier à l'intention des agents des griefs chevronnés et, récemment, un Forum des présidents. Depuis leur conception, ces séances ont attiré de nombreux participants (plus de 40 personnes par séance en moyenne) et ont été très bien accueillies.

Les autres moyens que l'ACPPU a pris pour faire connaître ses positions comprennent ses publications, dont la variété s'est énormément enrichie depuis 1994, comme en attestent ceux et celles qui connaissent bien nos activités. Parmi les médias imprimés, on compte le *Bulletin de l'ACPPU*, notre publication phare, déjà en existence avant 1994 mais qui a pris une ampleur considérable depuis, les *Dossiers en éducation*, la *Revue de droit, faits et chiffres*, les *Fiches d'information sur la santé et la sécurité*, le *Bulletin sur l'équité*, le *Bulletin juridique*, l'*Actualité en négociation* et l'*Almanach de l'ACPPU*, qui en est maintenant à sa quatrième édition, et qui est largement reconnu comme la source de données par excellence sur l'enseignement postsecondaire au Canada. Un grand nombre de ces publications sont également accessibles en ligne.

Notre nouveau bulletin électronique, *Fil de presse*, qui présente des nouvelles et des sources d'information, complète nos communications imprimées. Nous publions aussi un Répertoire annuel des liens entre les conseils d'administration des universités et collèges et des sociétés, que l'on peut consulter en ligne. En outre, notre série d'ouvrages publiée par James Lorimer & Company, entreprise en 1999 avec la parution de *Universities for Sale: Resisting Corporate Control over Canadian Higher Education*, compte maintenant huit titres, avec l'ajout cette année de *Free Speech in Fearful Times: After 9/11 in Canada, the U.S., Australia and Europe*.

Notre répertoire de prix constitue un autre secteur en croissance. Il est tellement important de souligner les contributions exceptionnelles

à la réalisation des objectifs que nous poursuivons tous! En 1994, l'ACPPU décernait deux prix nationaux, soit le prix Milner, créé en 1969 pour souligner les réalisations exceptionnelles sur le plan de la liberté académique, et le prix Sarah-Shorten, établi en 1990 pour récompenser un engagement hors du commun en vue de faire avancer la cause des femmes.

Cinq nouveaux prix se sont ajoutés à ceux décernés par l'ACPPU depuis 1994. Il s'agit du Prix des bibliothécaires pour services émérites (1994), du prix Donald-C.-Savage (1997), qui souligne un formidable travail dans le secteur de la négociation collective, des Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire (2001), du Prix pour services insignes (2003), qui est remis à des personnes choisies par leur association, et du Prix pour services émérites, qui est décerné aux personnes qui ont apporté une contribution exceptionnelle aux trois aspects de notre travail, à savoir l'enseignement, la recherche et les services.

J'aimerais tout particulièrement attirer l'attention sur le Prix pour services insignes, parce qu'il est décerné aux personnes qui jouent le rôle le plus fondamental dans le travail de l'ACPPU, c'est-à-dire les militants des associations locales. En mars, j'ai eu le plaisir de remettre ce prix à trois lauréats lors de l'Assemblée générale annuelle de mon association à Moncton, et de rendre ainsi hommage à certains de nos membres fondateurs. Le mois dernier, à Kingston, j'ai remis ce prix à 18 collègues qui ont joué un rôle de premier plan dans l'accréditation de l'association du personnel académique de l'Université Queen's il y a 12 ans et qui y ont négocié une première convention collective. À ces personnes et à tous les autres lauréats de ce prix, j'adresse mes plus sincères félicitations : Bravo!

Je vous donne rendez-vous en septembre prochain pour la quatrième partie de cette série, qui portera sur le rôle accru de l'ACPPU sur la scène internationale. ■

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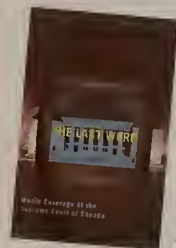
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The Last Word: Media Coverage of the Supreme Court of Canada

Florian Sauvageau, David Schneiderman & David Taras.
Vancouver: University of British Columbia Press, 2005;
272 pp; ISBN: 978-0-774-81243-6, hardcover \$85 CA;
ISBN: 978-0-774-81244-3, paper \$24.95 CA.

Media coverage of the Supreme Court of Canada has emerged as a crucial factor not only for judges and journalists, but also for the public. It's the media, after all, that decide which court rulings to cover and how. They translate complex judgments into concise and meaningful news stories that will appeal to, and be understood by, the general public. Thus, judges lose control of the message once they hand down decisions and journalists have the last word. To show how the Supreme Court has fared under the media spotlight, Sauvageau, Schneiderman and Taras examine a year in the life of the court and then focus on the media coverage of four high-profile decisions: the *Marshall* aboriginal rights case, the *Vriend* gay rights case, the *Quebec Secession Reference* and the *Sharpe* child pornography case. They explore the differences between television and newspaper coverage, national and regional reporting and French- and English-language media. They also describe how judges and journalists understand and interact with one another amid often-clashing legal and journalistic cultures, offering a rich and detailed account of the relationship between two important institutions in Canadian life.



8 clés pour réussir vos réunions

Raymond Laprée, Outremont (Québec): Les Éditions Logiques, 2006; 352 p.; ISBN: 978-2-89381-959-4, broché 34,95 \$ CAN.

On a beau pester contre les réunions, elles sont là pour résoudre des problèmes réels. Pourquoi ne pas essayer de les rendre vraiment productives? C'est ce que propose de façon bien structurée *8 clés pour réussir vos réunions*. Un processus d'animation avec, au centre de la pratique, un concept théorique basé sur le « groupe optimal » d'Yves Saint-Arnaud : synergie de production, de solidarité et de régulation. Huit clés pour huit types de réunion : prise de décision, résolution de conflit, créativité, conseil d'administration, information, changement organisationnel, entrevue de groupe témoin (focus group) et motivation. Les deux premiers chapitres décrivent les techniques en animation et les structures qui serviront de base aux huit chapitres suivants consacrés chacun à une réunion spécifique. Puis, pour chaque réunion qui possède sa propre forme, l'auteur rédige un guide complet, de la convocation des participants à l'utile de ce type de réunion, à la liste des tâches de l'animateur et des participants jusqu'au questionnaire type d'évaluation. Sans oublier, au centre du processus, la dynamique de la personne grâce à laquelle efficacité et rentabilité se grefferont à la démarche.



Recollections of Waterloo Lutheran University 1960-1973

Flora Roy, Waterloo, Ontario: Wilfrid Laurier University Press, 2006; 136 pp; ISBN: 978-0-88920-502-4, paper \$24.95 CA.

Building on the success of her first volume, *Recollections of Waterloo College*, Flora Roy's *Recollections of Waterloo Lutheran University 1960-1973* continues her personal and anecdotal history of the institution known successively as Waterloo College, Waterloo Lutheran University, and (since 1973) Wilfrid Laurier University, in Waterloo, Ontario. This memoir picks up the story following the institution's transition from Waterloo College, a small college affiliated with the University of Western Ontario, to the independent Waterloo Lutheran University. Documenting student demonstrations and faculty unrest of the 1960s as well as the university's evolution from a religious to a secular institution, this illustrated book will appeal not only to alumni but also to those interested in the history of Kitchener-Waterloo and of post-secondary education in Ontario.

Quick Picks produced from information supplied by publishers. Les comptes rendus de livres en bref sont rédigés à partir de renseignements fournis par les éditeurs.

What Shapes our Attitudes?



Genetically Modified Language: The Discourse of Arguments for GM Crops and Food

Guy Cook, London: Routledge, 2004; 176 pp; ISBN: 978-0-415-31467-1, hardcover \$100 US; ISBN: 978-0-415-31468-8, paper \$28.95 US.

By E. ANN CLARK

It takes courage to review a book written by a linguist. Seeing ordinary words through the eyes of a linguist makes the reviewer ponder each ... and ... every ... word

... choice, to avoid inadvertent inference.

That said, this is a delightful, readable and informative book, starting with the provocative title, *Genetically Modified Language*. The goal of the book is unambiguously stated in the introduction, "... to show that many arguments for GM exemplify disturbing trends in the public use of contemporary English by powerful individuals and organizations, in which language, while purporting to be rational, honest, informative, democratic and clear, is in fact none of these things ...". Instead, the author characterizes the arguments by GM proponents as "... illogical, obscure, patronizing and one-sided, populated with false analogies, misleading metaphors and impenetrable ambiguities."

Showing considerable depth and background in the field, and using both literature analyses and surveys of representative stakeholder groups, the author emphasizes the international nature of the debate about GM. However, most of the evidence presented derives from the experience of U.S. and especially, UK stakeholders.

The book is organized into three sections, Part 1 – The Speakers and Part 2 – The Spoken About, which account jointly and equally for most of the book, and Part 3 – The Spoken To, which is covered in a brief concluding chapter. Appendices on disputed facts and on a portion of the 1999 article "My 10 Fears for GM Food," by Prince Charles conclude the book.

The key stakeholders in the GM debate are considered to be politicians, scientists, the media, biotechnology corporations and supermarkets. To assess the language of politicians, the author analyzes pronouncements by George Bush, Tony Blair and Prince Charles. The perspective of the scientific community is viewed linguistically through analysis of a speech by Lord May, president of the Royal Society, coupled with interviews with 43 UK scientists and external advisers. Journalistic contributions are gauged from articles in four UK newspapers – the *Guardian* and the *Daily Mail*, which are apparently anti-GM, and the *Times* and the *Sun*, which are reportedly pro-GM. Analysis of language used by companies was based largely on web site pronouncements from both super market and biotech seed companies.

One of the many fascinating insights presented in Part 1 is the consistently stereotypical views of acad-

emic GM scientists, for whom the term "scientist" is narrowly defined as a pro-GM scientist. Linguistic analysis of their taped interviews suggests they simply do not acknowledge the validity of a range of scientific positions on GM, and just reclassify anti-GM scientists as "not proper scientists."

Part 2 focuses more heavily on linguistic analysis to expose the "philosophical and political premises" upon which pro-GM arguments are based. At issue is the legitimacy of claiming to base decision-making solely on science and scientific method without acknowledging the values which motivate the decision-makers. The premise that science and science alone provides all the evidence needed for the GM debate, while excluding ethical, political and other arguments is considered a betrayal or rejection of the values of the Enlightenment.

The analysis of "hooray" and "boo" words used in GM discourse will resonate with many. Hooray words, defined as words which everyone agrees with until they look at the details, include those used in the Monsanto "pledge," which is itself a hooray word. Monsanto pledges to "integrity, dialogue, transparency, respect, sharing and benefits" and a commitment to improve agriculture and crops. Company behaviors are reviewed and shown to contradict the sense conveyed by such words.

The book closes with Part 3, a few pages devoted to analyzing the contributions or views of the public on the GM debate. While GM proponents seek to position the public either as passive recipients of scientific expertise or as active participants in decision-making, the public declines to be so categorized. The national GM debate organized by the UK government in 2003-2004 is used as an example that the public is not only anti-GM, but also public attitudes to biotechnology are often confounded with rejection of who is advocating the technology and how it is being disseminated.

Although the examples and illustrations in *Genetically Modified Language* draw heavily upon the UK experience, parallels to pro-GM advocacy in Canada and the U.S. come readily to mind. The book seeks to apply linguistic principles to pro-GM discourse in a way that is both revealing and comprehensible to the non-specialist and I highly recommended it for those who want to understand how language both reflects and perpetuates the divisive polarity of the contemporary GM debate. ■

E. Ann Clark is an associate professor in the University of Guelph's department of plant agriculture.

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NEWS ACTUALITÉS

Freeman-Maloy's Lawsuit against York is Resolved

YORK University student Daniel Freeman-Maloy reached an out-of-court settlement with the university last month, putting an end to a long legal battle following his three-year ban from campus for his part in two unauthorized protests against Israeli policies toward Palestinians.

Freeman-Maloy's suspension was vacated after a court decision refused the university's request to quash his application for judicial review of president Lorna Marsden's suspension.

Last spring, the Ontario Court of Appeal opened the door to Freeman-Maloy suing Marsden for misfeasance in public office when it overturned a 2005 decision by a lower court judge that Marsden was not a "public official" against whom such a claim could be brought.

Terms of the settlement were not disclosed. Freeman-Maloy had sought payment of \$850,000. A brief statement issued by both parties described the terms of the agreement as "mutually satisfactory."

Freeman-Maloy's lawyer Peter Rosenthal said his client is set to graduate this month and plans to remain at York, doing graduate studies in political science. ■

Règlement de la poursuite d'un étudiant contre l'Université York

DANIEL Freeman-Maloy, étudiant de l'Université York, a conclu un règlement à l'amiable avec l'université le mois dernier, mettant ainsi fin à une longue bataille juridique découlant du fait qu'il avait été interdit d'accès au campus pour trois ans par suite de sa participation à deux manifestations non autorisées contre les politiques d'Israël à l'égard des Palestiniens.

La suspension de M. Freeman-Maloy a été annulée après qu'un tribunal eut refusé de rejeter, comme le souhaitait l'université, la demande d'examen judiciaire de la suspension imposée à M. Freeman-Maloy par la rectrice de l'université, Lorna Marsden.

Le printemps dernier, la Cour d'appel de l'Ontario a permis à M. Freeman-Maloy de poursuivre Mme Marsden pour action fautive dans l'exercice d'une charge publique en renversant une décision prise en 2005 par un juge d'une instance inférieure, selon laquelle Mme Marsden n'était pas un « fonctionnaire » contre lequel une telle poursuite pouvait être intentée.

Les conditions du règlement n'ont pas été dévoilées. M. Freeman-Maloy avait demandé une indemnité de 850 000 \$. Dans une brève déclaration, les deux parties ont qualifié les conditions du règlement de « mutuellement satisfaisantes ».

L'avocat de Daniel Freeman-Maloy, M^{re} Peter Rosenthal, a déclaré que son client devrait obtenir son diplôme ce mois-ci et qu'il compte demeurer à l'Université York pour poursuivre des études supérieures en sciences politiques. ■

UPEIFA Grievance Victory Secures Intellectual Property Rights

ACADEMIC staff at the University of Prince Edward Island now have protection for their intellectual property arising from externally-funded research projects as a result of a grievance settlement between the faculty association and the university.

The university has agreed to use a template agreement, developed jointly by the association and the university, for all future third-party-funded research contracts and grants that could lead to the development of intellectual property. In addition to protecting the interests of academic staff members in issues of intellectual property, the agreement also recognizes the faculty association as the "sole and exclusive" bargaining agent and will require, in each instance, the approval of the faculty member involved, the university and the association.

The association filed the grievance in 2005 when the university attempted to assume ownership of intellectual property generated by a group of UPEI researchers by requesting assignment of the rights to the university through a "sub-agreement" with the faculty members, claiming ownership was necessary to honour its commercialization agreement with the third party collaborator.

The settlement also requires the university to inform the association of all third-party research contracts and grants in place since 2004 — the time of its first collective agreement — and those academic staff members involved in each, where intellectual property is declared by the university to be owned either entirely by the university, or jointly by the university and one or more third parties, or entirely by one or more third parties.



Wayne Peters, president of the University of Prince Edward Island Faculty Association, says a recent intellectual property grievance settlement is an important win for academic staff at the university.

ties, or entirely by one or more third parties.

In these cases, says faculty association president Wayne Peters, the ownership declared by the university excludes faculty members, which conflicts with their intellectual property ownership rights under the collective agreement.

"We're now in the process of contacting those union members affected by the settlement to confirm their agreement or disagreement

with the continuation of the university's declaration of the ownership of intellectual property as stated," Peters said.

Should any member disagree, the university is required to seek the consent of the third party collaborator to amend its agreement with the university to reflect the interests of the member involved.

"This is an important win for our members," Peters said. "IP policy is properly a subject of labour manage-

ment negotiations and the outcome of the settlement is a very strong recognition that the union is the sole and exclusive bargaining agent for its members in all areas addressed in the collective agreement.

"Additionally, we can now ensure our members' rights are protected in future situations and that we can exercise our duty to fair representation to all members affected by intellectual property assignment agreements executed in the past." ■

Deux journalistes de la Colombie-Britannique remportent le prix d'excellence de l'ACPPU

JANET Steffenhagen, journaliste spécialisée dans les questions d'éducation au *Vancouver Sun*, et Momo Price, ancienne rédactrice du journal étudiant de l'Université de la Colombie-Britannique, sont les deux lauréates de 2006 du Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'éducation.

M^{me} Steffenhagen a remporté son prix dans la catégorie professionnelle pour son enquête sur la réglementation déficiente des établissements postsecondaires privés

en Colombie-Britannique. Diplômée de l'Université Carleton, elle a travaillé pour la Presse canadienne et le *Star Phoenix* de la Saskatchewan avant de rejoindre le *Vancouver Sun* en 1997.

Pour sa part, M^{me} Price, qui poursuit maintenant des études supérieures à l'Université de Toronto, a remporté son prix dans la catégorie « étudiant » pour son article « Whitey don't see that » (la constatation croissante des privilèges accordés aux Blancs dans l'espace uni-

versitaire occidental) qui est paru dans l'*Ubyssy*.

Les deux prix, d'une valeur de 1 000 \$ chacun, ont été remis lors de l'assemblée du Conseil de l'ACPPU qui s'est tenue le 28 avril dernier à Ottawa.

L'ACPPU a créé ces prix en 2001 dans le but de récompenser et d'encourager l'excellence des reportages réalisés par des journalistes tant professionnels qu'étudiants sur des sujets concernant l'enseignement postsecondaire. Les candida-

tures sont soumises par des associations de personnel académique, des entreprises du milieu des médias et d'autres parties intéressées. Elles sont évaluées par un jury de professeurs de journalisme suivant leur intérêt, leur originalité, leur qualité d'enquête et de recherche, leur incidence possible sur les décideurs et leur conformité aux normes professionnelles du journalisme. ■

English on page A4.

La Cour suprême protège le droit à la négociation collective

Suite de la PAGE A1

Comme l'indique le jugement, qui a également été signé par les juges Michel Bastarache, Ian Binnie, Morris Fish et Rosalie Abella, « L'effet regrettable de cette démarche décontextualisée » a été qu'on a négligé l'importance qu'a toujours revêtue la négociation collective pour l'exercice de la liberté d'association en matière de relations de travail. »

« L'histoire révèle que, au Canada, bien avant l'établissement des régimes de travail obligatoires ont deux bénéfices de nos jours, on re-

connaissait que la négociation collective constituait un aspect fondamental de la société, à savoir l'activité collective la plus importante pour l'expression de la liberté d'association en milieu de travail. »

James Turk, directeur général de l'ACPPU, a dit avoir bon espoir que, par suite de ce jugement, la Fédération of Post-Secondary Educators, qui compte 8 000 membres, obtiendra un résultat semblable pour la contestation aux termes de la Charte d'une loi parallèle de la Colombie-Britannique qui permet aux collèges employeurs de refuser de négocier

ou de reconnaître d'importantes conditions de travail en ce qui concerne entre autres l'effectif maximal des classes, le nombre maximal d'étudiants par chargé de cours, le contrôle des techniques d'enseignement, les heures et les jours de travail, les heures d'activité, les limites quant à l'établissement du calendrier des périodes de perfectionnement professionnel et des vacances, et les restrictions quant à la mesure dans laquelle les tâches liées à l'enseignement peuvent être assignées à des non-enseignants.

« La Public Education Flexibility

and Choice Act (loi sur la souplesse et le choix en matière d'enseignement public) porte atteinte à la nature fondamentale du contrat de travail du personnel académique, notamment en compromettant la liberté académique d'une manière manifeste », a ajouté M. Turk.

« Il s'agit d'un argument de poids, maintenant appuyé par une décision, selon lequel le gouvernement n'a pas respecté le droit à la liberté d'association garanti au secteur par la Charte. »

L'ACPPU agit à titre d'intervenant dans cette affaire. ■

NEWS ACTUALITÉS

DEDICATED SERVICE AWARDS
PRIX POUR SERVICES INSIGNES

CAUT Honours 11 for Local Service

Eleven individuals have received CAUT's Dedicated Service Award this year. Established in 2003, the award is given in recognition of exceptional service to a local academic staff association. Recipients are nominated by their association and receive a certificate of appreciation and a CAUT lapel pin. The award winners are listed below.

L'ACPPU honore 11 nouveaux lauréats

L'ACPPU a attribué cette année le prix pour services insignes à onze nouveaux lauréats. D'écrite depuis 2003, cette distinction honore des personnes qui ont fourni des services exceptionnels à leur association de personnel académique. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU. Les lauréats de ce prix sont :

Federation of Post-Secondary
Educators of BC
Thomas Friedman

Mount Allison University
William G. Godfrey

University of Guelph
Ed Carter

Thom Herrmann

University of Manitoba
John Whiteley

Université de Moncton
Paul Grell
Arsène Richard
Thomas Richard

University of New Brunswick
Beth Gilbert
Francesca Holyoke

University of Regina
Paul Gingrich

The complete list of award winners can be seen at www.caut.ca/en/awards/dsaward.asp. A nomination form for this award is available from www.caut.ca/en/awards/dsaward.pdf. La liste complète des lauréats est accessible à l'adresse www.acppu.ca/fr/prix/dsaward.asp. Le formulaire de candidature peut être téléchargé à www.acppu.ca/fr/prix/dsaward.pdf.

Un juge confirme une
décision en faveur d'un
professeur de l'UPNC

Un juge de la Saskatchewan a confirmé la décision arbitrale selon laquelle l'Université des Premières nations du Canada (UPNC) a enfreint la liberté académique de Blair Stonechild, éminent membre du corps professoral de cette université.

« Nous sommes très heureux de la décision rendue et nous espérons que l'université tiendra compte des conclusions de la cour et prendra les mesures appropriées », a déclaré Dorothy Lane, présidente de l'association du personnel académique de l'Université de Regina.

L'affaire a commencé en mai 2005 lorsque l'association a déposé, au nom de Blair Stonechild, un grief alléguant que l'UPNC avait enfreint la liberté académique de ce dernier lorsque l'Assemblée des Premières nations lui avait retiré une invitation à présenter un exposé dans le cadre d'un symposium national sur l'enseignement postsecondaire dont l'université allait être l'hôte la même année.

Le groupe d'arbitrage a statué que Morley Watson, à titre de président du conseil d'administration de l'université, avait porté atteinte à la liberté académique de Blair Stonechild en faisant des « commentaires inappropriés » sur ce dernier lorsque la question du retrait de sa participation au symposium a été soulevée au cours d'une réunion du conseil d'administration tenue le 12 avril.

L'université en a par la suite appelé de la décision arbitrale. Toutefois, le juge Ross Wimmer a reconnu que Morley Watson s'était montré irrité et hostile à l'endroit de Blair Stonechild au cours de la dis-

cussion du conseil d'administration au sujet du symposium.

Bien qu'il ait conclu que Morley Watson n'avait pas joué de rôle direct dans l'annulation de l'invitation de Brian Stonechild à présenter un exposé dans le cadre du symposium, le groupe d'arbitrage a déclaré que Morley Watson avait manqué à son obligation aux termes de la convention collective de défendre et de s'abstenir d'enfreindre la liberté académique des membres du corps professoral.

Rejetant la demande de révision judiciaire de l'université, le juge Wimmer a conclu que la décision arbitrale satisfaisait au critère du caractère raisonnable et qu'il y avait eu violation de la convention collective.

Depuis le congédiement de hauts dirigeants de l'établissement en 2005 et la délivrance de l'ordonnance de vérification judiciaire de ses livres, l'UPNC a fait l'objet de nombreuses allégations d'ingérence politique et de violation de la liberté académique. Ces allégations ont conduit l'Association des universités et collèges du Canada à prendre la décision, l'automne dernier, de mener une enquête sur l'université et, récemment, de mettre celle-ci en probation.

« L'UPNC est aux prises avec de nombreuses difficultés, mais elle pourrait y remédier notamment en souscrivant aux principes de la liberté académique et de l'autonomie et en respectant les procédures et le protocole appropriés dans ses rapports avec le personnel et les étudiants », a fait valoir Mme Lane. ■

English on page A4.

Censured Administrations
in the United States

AAUP

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by AAUP, the Association of American Colleges and Universities, and more than 180 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found at AAUP's website (www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this census list by vote of the AAUP's annual meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with year censured, are listed below. Reports were published as indicated by the Academic citations listed. Reference should also be made to "Developments Relating to Censure by the Association" published at the AAUP website. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACADEME CITATION	YEAR
GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
DEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
	January-February 2005(51-54)	2005
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
	January-February 1998(70-75)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1999(46-50)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000(54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001(63-77)	2001
UNIVERSITY OF OUSQUE IOWA	September-October 2001(62-73)	2002
PHILANOR SMITH COLLEGE ARKANSAS	January-February 2004(57-68)	2004
VIRGINIA STATE UNIVERSITY	May-June 2005(47-62)	2005
UNIVERSITY OF THE CUMBERLANDS KENTUCKY	March-April 2005(99-113)	2005
MEHARRY MEDICAL COLLEGE TENNESSEE	November-December 2004(56-78)	2005
OUR LADY OF HOLY CROSS COLLEGE LOUISIANA	January-February 2007(60-68)	2007
BASTYR UNIVERSITY WASHINGTON	March-April 2007(106-120)	2007
UNIVERSITY OF NEW ORLEANS LOUISIANA	May-June 2007(74-80)	2007
SOUTHERN UNIVERSITY AT NEW ORLEANS LOUISIANA	May-June 2007(81-87)	2007
LOYOLA UNIVERSITY NEW ORLEANS LOUISIANA	May-June 2007(88-100)	2007
TULANE UNIVERSITY LOUISIANA	May-June 2007(101-108)	2007

BRAIN TEASER, #10 IN A SERIES

Find solutions at www.uwindsor.ca



Weighing career opportunities can involve a challenging and sometimes confusing balance of options – comparable in some ways to the solving of a puzzle. Throughout the year, we've combined both themes to entertain you with interesting challenges while providing information about job opportunities at Windsor.

In this final installment we present a miscellany of favourite "quickie" puzzles, some of which may be familiar. As always you can confirm your answers at www.uwindsor.ca/facultypositions.

Our thanks to those who've already contacted us throughout the year and best wishes to all for a happy and productive summer.

* * * *

A train leaves Paris for Munich travelling 200 kms/hr. At the same moment, another leaves Munich for Paris at 100 kms/hr. When the two meet, which train will be closer to Paris?

If a verbally challenged person walks into a store and makes brushing motions to signal the need for a toothbrush, how does a visually challenged person express the need for a pair of dark glasses?

A prof asks three colleagues if it's possible to divide 12 into two equal parts and get seven. The Math and Engineering profs both say no. But the History prof disagrees. Why?

And finally, a more challenging puzzle to take you into the summer. You are given six seemingly identical balls: two white, two blue and two yellow. Each pair has one ball slightly heavier than the other. The heavier balls all weigh the same, as do the lighter ones. How can you separate the heavier balls from the lighter ones by using just a balance scale, with only two weighings? Enjoy!

To learn about career opportunities at Windsor, please contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.



U N I V E R S I T Y O F
WINDSOR

www.uwindsor.ca/facultypositions

NEWS

What a Difference 12 Years Make

From PAGE A3

the right direction, but there is still room to grow: media and communications and collective bargaining are examples where instructors could be CAUT-trained for course offerings.

In addition to these occupational training and educational programs, CAUT also offers opportunities for individuals with similar responsibilities to get together not only to learn about the latest developments in their field but also to network and share information and experiences with peers from around the country. It's in this spirit that over the past few years, CAUT has designed a presidents' workshop, a chief negotiators' forum, a senior grievance officers' workshop, and most recently, a presidents' forum. Since their inception, these outreach sessions have been well attended (by more than 40 individuals on average at each session) and well received.

Another part of CAUT's outreach effort is our publications, the range of which has greatly expanded since 1994, as anyone familiar with our operations can attest to. In the print medium, CAUT offers our flagship publication, the *CAUT Bulletin* (already existing prior to 1994, but in an expanded format compared to earlier years), the *Education Review*, the *Legal Review*, *Facts and Figures*, health and safety fact sheets, bargaining and legal advisories and the *CAUT Almanac* – now in its fourth edition and widely recognized as the data source par excellence on Canadian post-secondary education. Many of these publications are also available online.

Our new e-mail newsletter, *NewsWire*, containing news and information feeds, compliments our print-based communications. We also publish an annual directory of university and college corporate board linkages that can be searched online for specific text. In addition, our book series published by James Lorimer & Company and started in 1999 with *Universities for Sale: Resisting Corporate Control over Canadian Higher Edu-*

cation now has eight titles, with the addition this year of *Free Speech in Fearful Times: After 9/11 in Canada, the U.S., Australia & Europe*.

Another area of growth has been in our awards repertoire. It is so important to recognize outstanding contributions to the goals we all strive for! By 1994, CAUT had two national prizes: the Milner Award, established in 1969 to recognize outstanding achievements on the academic freedom front and the Sarah Shorten Award, created in 1990 to reward exceptional commitment to advancing the cause of women.

Five new categories have been added to the list of awards presented by CAUT since 1994: the Academic Librarians' Distinguished Service Award (1994); the Donald C. Savage Award (1997) to acknowledge outstanding work in the area of collective bargaining; the Excellence in Education Journalism Awards (2001); the Dedicated Service Award (2003) given to local individuals chosen by their associations and the Distinguished Academic Award to recognize academics who have made exceptional contributions to all three aspects of our work – teaching, research and service.

I would especially like to focus on the dedicated service awards as they go to those who play the most fundamental role in CAUT's work – the local association activist. In March, I was pleased to hand out three such awards at my own association's annual general meeting in Moncton, honouring some of our union's founding members. And last month in Kingston, I handed out service awards to 18 colleagues who had been both instrumental in certifying the Queen's University Faculty Association 12 years ago and negotiating a first collective agreement. To these individuals and to all other recipients of dedicated service awards, I say a resounding Bravo!

Rendezvous in September for Part 4 of this series: CAUT's enhanced role on the international scene. ■

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MOVING FORWARD

Academic librarians face a myriad of workplace challenges. Collective bargaining is an effective way to resolve them. From basic conditions of employment (salary and benefits) to workload, research leave, teaching responsibilities and academic freedom, librarians can use collective bargaining to shape the rules governing their working lives.

Academic Librarians and Collective Bargaining 26 & 27 October 2007 · Pacific Palisades Hotel · Vancouver CAUT Librarians' Conference and Workshop

Academic librarians discuss the bargaining process, their relationship with academic staff associations, and having an impact at the negotiating table.

OCTOBER 26 → Conference Presentations

Bargaining Basics · Librarian Roles and Relationships within the Academic Staff Association · Bargaining for Librarian Issues

OCTOBER 27 → Bargaining Simulation Workshop

Conference agenda and registration forms

[WWW.CAUT.CA](http://www.caut.ca)

CAREERS CARRIÈRES

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B10 Accommodations

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A

■ **ACCOUNTING** — University of Lethbridge. The University of Lethbridge is seeking applications for a tenure track position in accounting at our Lethbridge campus beginning July 2008 at any rank from persons with teaching and research interests in Financial Accounting and Auditing. Applicants should possess a relevant doctorate or be in the final stages of completing their dissertation. Professional certification is preferred. A commitment to teaching excellence and publishing research in quality journals is required. The teaching load is four courses per academic year and conference travel and research support are available. The Faculty of Management consists of 65 faculty members with diverse research interests and approximately 2500 undergraduate students located in the three campuses of Lethbridge, Edmonton and Calgary. The Faculty has a research-based MSc program in Management and strong international exchange programs in place for

both students and faculty. The Faculty maintains close ties to the business community through the Integrated Management Experience, Coop and Mentorship programs. The Faculty is part of the University of Lethbridge which has approximately 8000 students from 37 countries. In the past, the University has been rated #1 for research activities among institutions of its size in Canada. The main campus is in the city of Lethbridge, population 80,000, located three hours south of Calgary, Alberta. Alberta is presently the economic growth engine of Canada, with the lowest tax rates in the country. Lethbridge's close proximity to Banff National Park, Waterton Lakes National Park and numerous other sites make the area ideal for golfing, cycling, hiking, canoeing, skiing and other recreational activities. Lethbridge enjoys a moderate continental climate with warm winters and mild summers and one of the highest amounts of sunshine in the country. This is complemented by the safe, secure and friendly environment, and one of the lowest costs of living in North America, making Lethbridge a great place to live and

raise a family. www.uleth.ca/may/. Representatives from the Faculty of Management will be in attendance at the AAA Conference August 5th to 8th. For more information or to arrange for an interview, send your application directly to management.dean@uleth.ca including a CV, evidence of teaching and research effectiveness, and the contact information of three references. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

■ **ANTHROPOLOGY** — University of Waterloo. The Department of Anthropology, University of Waterloo, invites applications for a tenure-track position at the Assistant or Associate Professor level in Anthropology. The successful candidate must have a PhD in Anthropology and an active research program. The department has a flourishing undergraduate program and has just begun a joint MA program in Public Issues Anthropology with the University of Guelph. It is in conjunction with this new graduate program that we wish to hire an additional colleague. We seek an individual who specializes in studies of cultural change among indigenous populations from an international and cross-cultural perspective. Ideally the candidate's research will include an emphasis on medical anthropology or technology in a cross-cultural context, or indigenous peoples' relations with governments. Salary commensurate with qualifications and experience. The closing date for applications is August 31, 2007. Send curriculum vitae, the names and contact information for three referees, evidence of teaching quality and a sample paper or publication to: Professor Anne Zeller, Chair, Department of Anthropology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Additional information concerning the Department of Anthropology can be found at <http://anthropology.uwaterloo.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

B

■ **BIOLOGY** — Dalhousie University. Applicants are invited to a full-time, 3-year probationary, instructor position starting August 1, 2007. Dalhousie University's Biology Department offers introductory Biology classes both on campus (Biol 1013/1011) and fully online (Biol 1020/1021) with a combined enrolment of 800-1000 students annually. The instructor, working with other instructors, is responsible for the delivery, on-going revision and improvement of the laboratory component of Biol 1020/1021 in addition to class administration, student evaluation, and supervision of teaching assistants for the first year classes. Additional duties include acting as an administrative backup for the online classes and the development of meaningful hands-on and collaborative activities for Biol 1020/1021 where the laboratory experience is integrated into the weekly lessons. The candidate should have an MSc or equivalent academic experience in Biology and good laboratory and/or field biology skills. Candidates must have a strong background and interest in teaching at the university level, good interpersonal skills and interest in working as a team member. Additional training or experience in education and/or in laboratory/online learning web technologies would be assets. Salary according to qualifications and experience, as determined by the Collective Agreement. Visit "<http://biology.dal.ca/instructor/>" for more details about the position. Please submit CV, statement of teaching interests, and two letters of reference to: Dr. Anne Zeller, Chair, Biology Department, Dalhousie University, Halifax, NS, B3H 4J1. Deadline: June 24, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **BIOLOGY** — University of British Columbia. The Centre of Life Sciences, which is coordinating curriculum reform for the Departments of Botany, Microbiology & Immunology, and Zoology at the University of British Columbia, invites applications for Postdoctoral researchers for the Life Sciences Curriculum Education Initiative (LS-CWEI), a five-year program for study and innovation in science education. We seek individuals to work with faculty teams from the three departments to develop and implement web-based learning resources and teaching assistant training programs. Faculty teams are focusing on areas such as first and second year biology courses, and upper level courses such as those in genetics, ecology and evolution, cell biology, immunology or physiology. Candidates should have completed their PhD within the last three years in a biology discipline, excellent interpersonal, interpersonal, and communication skills, and a strong personal commitment to science education. English fluency is also required. Experience in education, curriculum development, on-line teaching, project management, and familiarity with current pedagogical research are preferred. A secondary level will be considered assets. Candidates with a PhD in Education and an MSc in biology will also be considered. The appointments will be for one year initially, and may be renewable for up to 3 years at the postdoctoral level. The LS-CWEI expects to hire multiple researchers to explore, with each other and with researchers in other disciplines participating in the CWEI across the Faculty of Science departments, and to submit a resume, statement of teaching interests, and the names and complete contact information (including phone, fax and e-mail) of three references to: Dr. George B. Spiegelman, Department of Microbiology & Immunology, 2506 Life Science Centre, 2350 Health Sciences Mall, University of British Columbia, Vancouver, B.C. V6T 1Z3. (lifelearning@ubc.ca). Review of applications will begin on May 15, 2007, and will continue until the positions are filled. UBC hires on the basis of merit and is committed to equal opportunity. We encourage all qualified persons to explore, with Canadians and Permanent Residents of Canada will be given priority. The positions are subject to final budgetary approval. Salary and title will be commensurate with qualifications and experience.

■ **BUSINESS** — McMaster University. The DeGroote School of Business at McMaster University invites applications for a tenure position in Strategic Market Leadership & Health Services Management, at the Associate Professor level, beginning July 1, 2008. This candidate should have a strong research record and significant teaching capabilities in the marketing area. Significant experience in a Faculty PhD program with PhD supervision capabilities is also required. Duties include research, teaching undergraduate and graduate students and supervising PhD students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: P. K. Bates, Dean, DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON, L8S 4M4. E-mail: dean@degroote.mcmaster.ca; Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity

Advertising Deadlines 2007-2008 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-dessus. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	AD DEADLINE / DATE LIMITE	PUBLICATION DATE / DATE DE PARUTION
September 2007 septembre	August 08 août 2007	August 30 août 2007
October 2007 octobre	September 05 septembre 2007	September 27 septembre 2007
November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 29 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 décembre 2007
February 2008 février	January 09 janvier 2008	January 31 janvier 2008
March 2008 mars	February 06 février 2008	February 28 février 2008
April 2008 avril	March 05 mars 2008	March 27 mars 2008
May 2008 mai	April 02 avril 2008	April 24 avril 2008
June 2008 juin	May 07 mai 2008	May 29 mai 2008

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Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-102 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Les tarifs sont en vigueur jusqu'en juin 2008

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Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'appartenance, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet d'une censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-102 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

CAUT / ACPPU

BULLETIN

CAREERS CARRIÈRES

within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

C

● **CHEMISTRY** — University of Guelph. A one-year Postdoctoral Fellowship is available immediately. Applicants should have experience in electrochemical methods and spectroscopic methods, especially fluorescence. One project will focus on the growth of thin inorganic films on electrodes with a view to developing chemical sensors for arsenic in drinking water. A second project involves studies of oligopyridines and their fluorescent metal complexes, which show promise as sensors and have a rich redox chemistry. Some experience with inorganic/organic synthesis would be useful. Highly motivated candidates are encouraged to apply. Salary \$35,000 (Con. p.a.). Please direct informal enquiries and applications containing the names and contact information for two referees to: Prof. Mark Baker, Postdoctoral Fellowship, University of Guelph, Guelph, Ontario, N1G 2W1. E-mail: mbaker@uoguelph.ca. Closing date for applications: June 30, 2007.

● **COMMUNICATION SCIENCES & DISORDERS** — University of Western Ontario. The School of Communication Sciences and Disorders of The Faculty of Health Sciences at The University of Western Ontario invites applications for an outstanding junior scientist in the field of evidence-based practice applied to speech and language pathology. The emerging field exists at the interface among speech-language pathology, health and rehabilitation science, measurement and research methods, and speech and language science. Academic rank and salary will be at the level of Assistant Professor. Candidates should possess strong doctoral education in conducting clinical research related to a variety of speech and language disorders. The successful recruit will be expected to champion and lead research that focuses on the integration of basic sciences in speech-language pathology and its applied components. The successful candidate will be responsible for developing and sustaining a dynamic program of research, teaching at the graduate level, and providing service to relevant university and community activities. Candidates will be expected to supervise graduate student research. The School of Communication Sciences and Disorders offers masters level degrees in Audiology and Speech-Language Pathology, and participates in the Graduate Program in Health and Rehabilitation Sciences that offers MSc and PhD degree programs. The School maintains the research-oriented H.A. Leeper Speech and Hearing Clinic and the provincially funded TykeTalk child language program. Within Speech-Language Pathology, the clinic provides specialized services in speech and language, speech and language disorders in school-age children, and adult and adolescent voice, fluency and neurogenic communication disorders. The recruit will have a primary appointment in the School of Communication Sciences and Disorders and affiliation in the Graduate Program in Health and Rehabilitation Sciences, and possibly the Bachelor of Health Sciences Program. The recruit may be eligible to hold cross-appointments in the Schulich School of Medicine & Dentistry, Faculty of Social Science, Faculty of Education, and/or Lawson Health Research Institute. The recruit will help link health science and rehabilitation researchers in the Faculty of Health Sciences with basic and clinical research in the Graduate Program in Health and Rehabilitation Sciences. It is anticipated that the recruit will play a central role in strengthening the integration of basic and applied clinical sciences within the School of Communication Sciences and Disorders Clinical Research Unit, and the H.A. Leeper Speech and Hearing Clinic. The successful recruit will make a significant contribution to the Graduate Program in Health and Rehabilitation Sciences in terms of graduate student research supervision and mentoring, recruiting the strongest graduate students, increasing its capacity for expansion, and contributing to the overall quality and excellence of this

new graduate program. The successful recruit will collaborate directly with several Speech-Language Pathologists and Audiologists within the School of Communication Sciences and Disorders and lead collaborative projects among the fields within the Graduate Program in Health and Rehabilitation Sciences. The recruit also will facilitate group interactions with clinicians in rehabilitation, otolaryngology, neurology, psychology, education, and dentistry, and establish national and international collaborations. The recruit will be a key player in developing a transdisciplinary research group that will pass stringent peer review at an international level. The effective date of the appointment is the 1st July 2008. Interested applicants should send a letter of application outlining relevant research experience, a curriculum vitae, and the names, addresses and contact information for three referees to: Dr. Ron Watson, Acting Director, School of Communication Sciences and Disorders, Room 1510 Eileen College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 1H1; <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is September 20, 2007. Please quote number HS 080 on all correspondence. Position is subject to budget approval and external funding availability. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

● **COMMUNICATION SCIENCES & DISORDERS** — University of Western Ontario. The School of Communication Sciences and Disorders of The Faculty of Health Sciences at The University of Western Ontario invites applications for an outstanding junior scientist in the field of speech production. The field exists at the interface among speech-language pathology, speech and language science, sensorimotor physiology, psychology, systems neuroscience, linguistics, neurology, brain imaging, and the emerging area of rehabilitation science. Academic rank and salary will be at the level of Assistant Professor. Candidates must hold a doctoral degree in speech-language pathology, speech science or a related discipline. Strong doctoral training in the speech processes underlying stuttering, and/or those that arise from craniofacial anomalies such as cleft lip and palate will be considered an asset. The successful candidate will be responsible for developing and sustaining a dynamic program of research, teaching at the graduate level, and providing service to relevant university and community activities. Candidates will be expected to supervise graduate student research. The recruit will have a primary appointment in the School of Communication Sciences and Disorders and possible affiliations in the Schulich School of Medicine & Dentistry, Faculty of Social Science, Faculty of Education, and/or Lawson Health Research Institute, and/or Roberts Research Institute. The recruit will help link health science and rehabilitation researchers in the Faculty of Health Sciences with basic and clinical scientists within these faculties. The recruit also will function within interdisciplinary research programs in physiology, neurophysiology, dentistry, healthy aging, rehabilitation, and imaging. Other critical linkages for the recruit include several CF-funded projects, including the Centre for Brain and Mind, Canadian Stroke Network, National Centre for Audiology, and Biomedical Engineering. The School of Communication Sciences and Disorders offers masters level degrees in Audiology and Speech-Language Pathology, and participates in the Graduate Program in Health and Rehabilitation Sciences that offers MSc and PhD degree programs. The School maintains the research-oriented H.A. Leeper Speech and Hearing Clinic. It is anticipated that the recruit will make a significant contribution to the Graduate Program in Health and Rehabilitation Sciences in terms of graduate student research supervision and mentoring, recruiting the strongest graduate students, increasing its capacity for expansion, and contributing to the overall quality and excellence of this new graduate program. The recruit will also play a central role in strengthening the integration of basic and

applied clinical sciences within the School of Communication Sciences and Disorders Clinical Research Unit, and the H.A. Leeper Speech and Hearing Clinic. The effective date of the appointment is the 1st July 2008. Interested applicants should forward a letter of application outlining relevant research, teaching, clinical, and administrative experience and interests, together with a curriculum vitae, and the names, addresses and contact information for three referees to: Dr. Ron Watson, Acting Director, School of Communication Sciences and Disorders, Room 1510 Eileen College, Faculty of Health Sciences, The University of Western Ontario, London, Ontario, N6A 1H1; <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is September 20, 2007. Please quote number HS 081 on all correspondence. Position is subject to budget approval and external funding availability. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

● **COMMUNICATION STUDIES & MULTIMEDIA** — McMaster University. The Department of Communication Studies and Multimedia at McMaster University invites applications for two 12 month contractually limited appointments subject to final budgetary approval, effective July 1st, 2007, at the rank of Assistant Professor. Preference will be given to applicants qualified to teach courses in communication and media studies, including political economy and media policy, promotional culture, news media, communication and culture, media organizations, media and social activism, media audiences and effects, and new media content and consumption. The minimum salary for the one-year period at the rank of Assistant Professor will be \$55,015.00. Qualifications should include a PhD, or near completion, in Communications or a related field such as Media Studies, previous teaching experience and demonstrated ability to teach undergraduate courses in communication studies. The successful candidate will participate in the research and administrative activities of the department. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities. Candidates are requested to provide the following materials: letter of application (stating interest in the Communication & Media Studies position), curriculum vitae, three letters of reference, and teaching evaluations. Applications should arrive by May 15, 2007, will receive full consideration. Please submit applications (electronic applications accepted) to: Graham Knight, Chair Department of Communication Studies and Multimedia, McMaster University, 1280 Main St. W., Hamilton, Ontario, L8S 4M2. E-mail: gnknight@mcmaster.ca.

E

● **ECONOMICS** — University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Economics at the rank of Assistant Professor or Lecturer commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dr. Peter Townley, Head, Department of Economics, University of Windsor, Windsor, Ontario N9B 3P4. Phone: (519) 253-3000, Ext. 2368; Fax: (519) 973-7096. Although electronic applications will not be accepted, inquiries may be made to eechad@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free within North America, call collect outside of North America at (519) 561-1432 or Email: recruit@uwindsor.ca).

Positions for women and aboriginal academics in Civil Engineering and in Mathematics and Statistics

Two tenure-track positions for NSERC UFA-eligible applicants*

The University of Windsor presents two exceptional career opportunities for women and aboriginal academics who are eligible for an NSERC University Faculty Award. The positions are in Civil Engineering (in Infrastructure, Asset Integrity and Management) and in Mathematics and Statistics (in Pure Mathematics or Optimization Theory.)

Successful applicants will join a collegial and culturally diverse community of academics in a vibrant international setting that is enriched by a significant aboriginal presence. Indeed, the city sits at the heart of an historically important gathering place for First Nations peoples.

For more information on these positions and on our commitment to equity, please visit us online at www.uwindsor.ca/facultypositions or call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.



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*UFA's are designed to encourage the appointment of women and aboriginal researchers. See www.nserc.ca

www.uwindsor.ca/facultypositions



Assistant Professor in Quantitative Psychology Department of Psychology

The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology. Candidates involved in the development of data analysis techniques appropriate to behavioural science or neuroscience are particularly encouraged to apply.

Applicants are expected to have a doctorate in psychology, statistics, or a closely related field at the time of appointment. Applicants should present evidence of research productivity and the potential to obtain significant external funding. All applicants are expected to have an aptitude for undergraduate and graduate teaching.

This job will start in September 2007. Review of applications will begin October 15, 2007 and continue until suitable candidates have been identified.

Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and some selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to:

Chair, Quantitative Psychology
Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1

All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment.

www.mcgill.ca

CAREERS CARRIÈRES


www.yorku.ca/acadjobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Atkinson Faculty of Liberal and Professional Studies offers an exciting range of programs that combine a focus on professionally relevant content with a strong emphasis on liberal studies. This focus enhances the acquisition of transferable critical and analytical skills with theoretical and practical knowledge necessary for academic and career-oriented success. Atkinson is committed to a student-centred approach to learning that emphasizes innovative, flexible and accessible programming, and a wide range of co-curricular activities intended to enrich the experience of its diverse student body. The Faculty strongly supports faculty research and the infusion of research into the undergraduate and graduate classroom experience. Faculty members are internationally renowned educators and researchers with expertise in a variety of disciplines and interdisciplinary fields.

The Faculty caters to both full-time and part-time students coming directly from high school and/or returning to university to obtain a degree to advance in a field of interest, change career directions, and/or upgrade skills. To serve this varied student community, Atkinson offers courses year-round day and evening (depending on program), during the summer, and via Internet and correspondence. The Faculty is committed to expanding its experiential education activities to give students hands-on, problem-based learning opportunities that help bridge academic studies and career development. Over the next few years, the Faculty is particularly interested in expanding its existing graduate programs, developing new programs at both the master's and doctoral levels. When you join Atkinson, you will become a member of a vibrant Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for **contractually limited term positions** in the following Schools. Salaries will be commensurate with qualifications. Experience with graduate programs and supervision is an asset. Full position details on these and other positions previously advertised can be viewed by clicking on Academic Positions at www.yorku.ca/acadjobs. All positions at York University are subject to final budgetary approval. Applications for each position should be addressed to the appropriate contact person and area co-ordinates specified under each listing at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.**

Atkinson Faculty of Liberal and Professional Studies

CONTRACTUALLY LIMITED TERM POSITIONS

SCHOOL OF ADMINISTRATIVE STUDIES

In addition to its core BAS degree, which covers all major areas of business, the School of Administrative Studies offers a number of professional certificate programs, and is developing master's programs. The School is quite innovative in terms of teaching pedagogy and supplements its on-campus offerings with a large, web-based distance education degree program. The School has been characterized by remarkable growth in the past five years, which manifests itself in a strong, vibrant research culture. Students in the School come from a variety of backgrounds, and many of our students and faculty are active in the Canadian business sector and/or have held senior positions in the public and private sectors. For more information on the School and its programs, see www.atkinson.yorku.ca/SAS/ or contact Vito Lobo, Administrative Assistant, at 416.736.2100, x22268.

Tax Law/Taxation

Applications are invited for a three-year contractually limited term position in the Income Tax Law area, to commence September 1, 2007. The required qualifications for the position are a professional accounting designation (CA, CMA, CGA, CPA) or LLB; a relevant master's degree; expertise in Canadian income tax law and tax policy; excellence or promise of excellence in teaching undergraduate courses in Canadian income tax law and relevant work experience in public practice, industry or the public sector. Some expertise in U.S. tax law relevant to Canadian business and cross-border transactions is desirable. The successful candidate will be expected to contribute to the master's degree in Public Policy Administration and Law (MPPAL) offered by the School of Public Policy and Administration.

A signed letter of application with an up-to-date curriculum vitae, a statement of specific teaching interests, summaries of teaching evaluations (if available), the names of three referees and, where appropriate, details of research interests and achievements should be sent, by **June 30, 2007**, to: **John Parkinson, Director, School of Administrative Studies, Room 223, Atkinson Building.** Tel: 416.736.2100, x20538.

SCHOOL OF ARTS AND LETTERS

The School of Arts and Letters offers well-established programs in English, History, Creative Arts and Cultural Expression, Philosophy and Religious Studies.

Humanities General Education

Applications are invited for a one-year contractually limited term position in Humanities General Education, to commence September 1, 2007. Applicants should have experience in an interdisciplinary combination of some of the following: history, literature, philosophy, religious studies, and studies in the creative arts. The ability to teach materials focused on women and an interest in the early modern period are assets. Experience with non-traditional students or expertise in writing pedagogy and/or ESL certification is also an asset. The successful candidate may be asked to teach up to one-third of the load in the summer session 2008. Applicants must have a PhD or PhD completed at the time of appointment, and should show excellence or the promise of excellence in research and in teaching.

SCHOOL OF SOCIAL WORK

Situated in the progressive, scholastically rich and interdisciplinary community of York University, the School of Social Work is rapidly expanding and adjusting to meet the needs of students and provide innovative leadership in a changing social work profession. For more information on the School and its mission and programs, see www.atkinson.yorku.ca/SOWK/ or contact Ann Cooper, Administrative Assistant, at 416.736.2100, x66326.

Social Work

Applications are invited for two (2) one-year contractually limited term positions in Social Work, to commence August 1, 2007. The School seeks outstanding candidates who have experience teaching a diverse student body and whose approach to social work practice is consistent with the School's mission statement, which articulates a commitment to social justice, human rights and anti-oppression. Candidates should

show excellence or promise of excellence in teaching and in scholarly research. Requirements include a degree in social work, a PhD (or a PhD in progress) in social work or a related field, and social work practice experience.

A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, copies of recently published articles, three letters of reference and teaching evaluations (if available) should be sent, by **June 15, 2007**, to: **Dr. Barbara Heron, Chair of Hiring Committee, School of Social Work, Room 1017, Kinsmen Building.** Fax: 416.650.3861. E-mail: bheron@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

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www.yorku.ca/acadjobs

CAREERS CARRIÈRES

■ EDUCATION — Simon Fraser University. The Faculty of Education, Simon Fraser University, seeks applications for a tenure-track position in Educational Leadership (Higher Education). The appointment will be at the rank of Assistant or Associate Professor and will begin September 1, 2007 (or at the earliest convenience of the successful candidate). Simon Fraser University (<http://www.sfu.ca>) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (<http://www.educ.sfu.ca>) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on three campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries. In keeping with the non-departmental organization of the Faculty, the successful candidate will be expected to hold a doctorate in Educational Leadership or a related field, with a specialty in postsecondary education or student development, as appropriate. Teaching and first-hand knowledge about the Canadian Higher Education setting is a significant asset for this position. The candidate must demonstrate scholarly excellence in teaching at the graduate level. He or she will present a strong record of recognized scholarly activity (including research grants) in the area of Higher Education. Knowledge and experience in two or more of the following areas would be an asset: student development, educational law, history, governance, or finance. A record of involvement in program implementation at the post-secondary level is desirable and, if possible, should also be prepared to work in a team setting with other faculty in the areas of research, program development, and teaching. At the master's level the candidate will be expected to teach courses and supervise

students thesis in the MEd/MMA Higher Education Leadership stream of the program at the Burnaby campus as well as work in the Community MEd program at SFU Surrey. These programs provide both a practical and theoretical grounding that can be applied in a relevant and meaningful way to students' professional practice. At the doctoral level the candidate will be expected to teach courses, supervise student dissertations, and work with adjunct co-supervisors in the EDO Program in Educational Leadership. The successful candidate will have a record of participation in collaborative (interdisciplinary) research projects and in obtaining research grants. This capacity is vital for involvement in the Centre for the Study of Educational Leadership and Policy, which is being developed at SFU Surrey. The successful candidate will be expected to provide leadership in this area and be able to work with local BC agencies as well as more global ones. Applicants should forward (1) a letter of application describing their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty; (2) a current curriculum vitae; (3) the names and contact information for three referees; and (4) a one-sentence summary for Dr. John Nesbitt, Acting Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Review of applications begins on June 15, 2007. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University, the Faculty of Education is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ EDUCATION — Simon Fraser University. Simon Fraser University's Faculty of Education seeks applications for a limited term lecturer appointment in Counseling Psychology from August 15, 2007 until August 31, 2009. Simon Fraser University (<http://www.sfu.ca>) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (<http://www.educ.sfu.ca>) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on three campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries. In keeping with the non-departmental organization of the Faculty, the successful candidate will be expected to hold a doctorate in a language other than English would be an asset in the position. We are seeking a candidate with expertise in current theoretical approaches to language and literacy learning and teaching, the ability to connect theory to practice in learning environments, and experience working with teachers. Responsibilities include: Working as a member of a program area; working in the Professional Development Program, Field Programs, Undergraduate Programs and Graduate Programs; and conducting quality research in second/foreign language learning and teaching. As the Faculty of Education has a large and respected teacher education program, it is an asset for applicants to have documented experience either in teaching at the K-12 level, or in working directly with K-12 teachers in another professional context (e.g., research, curriculum or product development). Applicants should forward (1) a letter of application, describing their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty; (2) a current curriculum vitae; (3) the names and contact information for three referees; and (4) a one-sentence summary for Dr. John Nesbitt, Acting Associate Dean, Faculty of Education, Simon

Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Review of applications begins on June 15, 2007. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University, the Faculty of Education is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

Director, Career Centre

The University College of the Fraser Valley invites applications for Director of the Career Centre.

The University College of the Fraser Valley is a teaching, primarily undergraduate institution with a growing emphasis in graduate education and research. Through the recent provincial review of post-secondary education in British Columbia UCFV has been recommended to become a regional university. The university enrolls over 10,000 students in 13 undergraduate and graduate programs and more than 80 certificate and diploma programs. Located in the beautiful Fraser Valley just east of Vancouver, British Columbia, UCFV has campuses in Abbotsford, Chilliwack and Mission and regional centres in Agassiz and Hope. The new Chilliwack campus, located at the Canada Education Park on the banks of the scenic Vedder River, opens this fall. The university has four faculties: Arts, Science, Professional Studies, and Trades and Technology.

UCFV is known for its collaborative faculty, staff, and student relationships and a supportive environment that encourages innovation and was recognized this year by Toronto's Collin Baer Group as the top employer in Western Canada. The university's commitment to students has been underscored by top-tier grades in the Globe and Mail's University Report Card for quality of education and university experience.

Responsibilities:

The Career Centre consists of three areas: career services, cooperative education, and work study programs. Reporting to the Associate Vice President, Teaching and Development, the Director is responsible for developing the Centre's vision and strategic direction, and its day to day management. The Director establishes and maintains effective relationships with departments, senior administrators, and external groups for the purpose of strengthening the university's experiential, integrated learning programs.

The Director is an energetic and effective leader who consults and communicates well, who inspires confidence, trust, and enthusiasm. The Director works closely with the Centre's staff, supporting them in defining and achieving objectives. The Director provides good fiscal management of the Centre, and is expected to secure external funds to support innovative initiatives. The Director works closely with faculty members and academic administrators in the continuing development of innovative, integrated learning opportunities for students across a wide range of disciplines and professional fields of study. For more information about the Career Centre please consult www.ucfv.ca/jobs.htm.

Qualifications:

Doctoral degree in a related discipline is preferred; previous leadership/management experience relating to work integrated learning, specifically relating Cooperative Education programs and Career Services; strong supervisory and coaching skills; the ability to set clear direction, and excellent interpersonal, organizational, and project and fiscal management skills. Effective verbal and written communication skills are essential. Experience in universities in teaching and management roles desirable. The Selection Advisory Committee will begin to review applications in July 2007.

For full details on this position visit
www.ucfv.ca/careers



Chemistry Faculty

The Department of Chemistry at the University College of the Fraser Valley invites applications from suitably qualified individuals to fill two (2) full-time faculty positions to commence January or August 2008. One of these positions is for an organic chemist, the other is for an analytical or environmental chemist. The successful candidates will be expected to teach general chemistry, in addition to courses in organic, analytical, or environmental chemistry, to participate in the development of new courses, and to establish an independent research program.

Candidates are required to have a PhD in an appropriate area of chemistry and should have some post-secondary teaching experience.

The University College of the Fraser Valley is a teaching, primarily undergraduate institution with a growing emphasis in graduate education and research. Through the recent provincial review of post-secondary education in British Columbia, UCFV has been recommended to become a regional university. Additional information about UCFV and the Chemistry Department can be found at www.ucfv.ca.

Applications, citing POSTING 2007.51, and including a curriculum vitae, an outline of the candidate's teaching experience and philosophy, and a detailed research proposal should be submitted as soon as possible to: Employee Services, University College of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8 or by e-mail to erinfo@ucfv.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Selection Advisory Committee will begin reviewing applications in November 2007 and the competition will remain open until the position is filled.

For full details on this position visit
www.ucfv.ca/careers



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uOttawa

L'Université d'Ottawa
Canada's university

The University of Ottawa, "Canada's University" and North America's premier bilingual university, invites nominations, applications, and expressions of interest for the position of President and Vice-Chancellor.

Since 1848, the University of Ottawa has been Canada's university: a reflection, an observatory and a catalyst of the Canadian experience in all its complexity and diversity. The University is characterized by its unique history, its commitment to bilingualism, its location both in the heart of the national capital and at the juncture of French and English Canada, and its special commitment to the promotion of French culture in Ontario and to multiculturalism. The University's more than 30,000 undergraduate students have the opportunity to study in a full range of academic and professional programs in both English and French in nine faculties and schools, as well as participate in the third largest co-operative education program in Canada. At the graduate level, the University of Ottawa offers more than 180 graduate certificates, master's degrees and PhDs, as well as interdisciplinary and professional programs to over 4,000 graduate students. The University of Ottawa offers the second-highest number of doctoral programs in Ontario.

One of Canada's leading research-intensive universities, the University of Ottawa will celebrate its 160th Anniversary in the fall of 2008, and it is at a crucial stage in its development. With the launch of the strategic plan, *Vision 2010*, the University pledges to increase research funding, to move the University onto the international stage and to enhance the quality of the learning experience. The University has seen significant growth in research in the last few years, and now boasts 20 university research centres or institutes, hosts three Networks of Centres of Excellence, and is affiliated with seven external research institutes. The amount of research funding available is among the highest for any postsecondary institution in Canada. The ongoing Campaign for Canada's University is generating substantial endowment and other funds while healthy operating and capital resources support continued efforts to create

a better learning environment for students and enhance the student experience. Further information about the University of Ottawa can be found at: www.uottawa.ca.

The President is both the chief executive officer of the University and the chair of the Senate. In this capacity, the President oversees the University's academic affairs, its general administration, and its teaching and support staff.

The successful candidate for this important position will have proven leadership skills, high academic qualifications, and an excellent professional and administrative reputation. He or she will also possess a sound working knowledge of the university milieu, both in Canada and abroad. The President acts as the external ambassador for the University, representing and promoting the University to public bodies, the private sector and the broader communities; thus, the successful candidate will be fluently bilingual and act as an effective representative of Canada's two founding languages and cultures.

Consideration of candidates will begin in mid-summer 2007. The new Presidential appointment will ideally begin July 1, 2008. Nominations, applications, and expressions of interest should be submitted in confidence to the address shown below. In accordance with Canadian immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Equity is a University of Ottawa policy: women, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

Janet Wright & Associates Inc.
174 Bedford Road, Suite 200,
Toronto, Ontario M5R 2K9
Fax: (416) 923-8311
uottawapres@jwasearch.com



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CAREERS CARRIÈRES

have experience in teaching at the post-secondary level and must be capable of instructing graduate courses such as EDUC 801 & 802 (practicum), EDUC 878 (group), EDUC 879 (vocational), and EDUC 882 (assessment). Excellent communication skills, ability to work in a team, and strong writing skills are essential. Duties will include:

1. The teaching of six courses during each of the two years. Teaching assignments will be drawn from the Masters program in Counselling Psychology, the undergraduate Minor in Counselling and Human Development, and related areas.
2. The clinical supervision of graduate students. Supervision of graduate students will include involvement in the MEd Comprehensive exams.
3. Assistance in establishing our teaching clinic will be required.
4. Courses and other related duties may be situated in either the Burnaby or Surrey campus.
5. Other related duties as assigned.

As the Faculty of Education has a large and respected teacher education program, it is an asset for applicants to have documented experience either in teaching at the K-12 level, or in working directly with K-12 teachers in another professional context (e.g., research, curriculum or graduate development). Applicants should forward (1) a letter of application describing their relevant experiences and interest in the position, (2) a current curriculum vitae, and (3) the names and contact information for three referees (at least two must be clinical referees): David Paterson, PhD, Director of Undergraduate Programs, Simon Fraser University, 8888 University Dr., Burnaby, BC, Canada V5A 1S6. Review of applications begins on May 31, 2007. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act, personal information that is required by the University for academic appointment purposes will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

EDUCATION — Simon Fraser University. The Faculty of Education at Simon Fraser University seeks applications for a tenure-track position in Social Studies Education with a specialization in Peace Education or Global Education. The appointment will be at the rank of Assistant Professor and will begin January 1, 2008 (or at the earliest convenience of the successful candidate). Simon Fraser University (<http://www.sfu.ca>) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly ranked in undergraduate rankings of Canadian universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (<http://www.educ.sfu.ca>) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on these campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Applicants must have an earned doctorate in Education with a demonstrated background in social studies education, and either peace education or global education, as well as a strong indication of scholarship (research and publications) in these areas. Applicants must also have a background in teaching social studies at the elementary or secondary school, and be familiar with social studies education in the Canadian context. Experience in teaching social studies-related methods courses, including global education or peace education courses, to teachers and prospective teachers, is highly recommended. Applicants must demonstrate a strong commitment to service and show evidence of having contributed to the peace

education or global education communities in Canada or elsewhere. The successful candidate is expected to teach across all four areas of the Faculty: undergraduate social studies education, the teacher preparation program; the Inclusion & Diversity program; and the teacher in-service program. The successful candidate is expected to supervise Master's and doctoral students and to develop partnership with the professional teaching community in the areas of social studies, peace and/or global education. Demonstrated ability to work collaboratively as a member of a team of social studies educators is essential. Applicants should forward (1) a letter of application describing their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty, (2) a current curriculum vitae, (3) the names and contact information for three referees, and (4) two scholarly papers (one specifically related to social studies education and the other to peace education or global education). To: Dr. John Neat, Acting Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Dr., Burnaby, BC V5A 1S6. Review of applications begins on September 1, 2007. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act, personal information that is required by the University for academic appointment purposes will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

EDUCATION — Simon Fraser University. Simon Fraser University's Faculty of Education seeks applications for a tenure-track position in Human Development/Exceptionality. The appointment will be at the rank of Assistant Professor and will begin January 1, 2008 (or at the earliest convenience of the successful candidate). Simon Fraser University (<http://www.sfu.ca>) is located in the lower mainland of British Columbia, Canada. Founded in 1965, the University has a reputation for innovative programs and strong community involvement. It is highly placed in independent rankings of Canadian universities, maintains a competitive record for externally funded research, and is surrounded by incomparable natural beauty. The Faculty of Education (<http://www.educ.sfu.ca>) is committed to scholarly excellence, leading-edge pedagogy, innovative curriculum, engagement with teachers, and a participatory democratic culture. It offers classes on these campuses located in downtown Vancouver, Burnaby, and Surrey (all within 30 to 40 minutes driving distance from each other). The Faculty has an outstanding record in research grants and publications, and in the design and delivery of innovative on-campus, community-based, and international programs in teacher education, professional development, and graduate work. Candidates are sought who are able to contribute in each of these areas, and whose interests in education extend across disciplinary boundaries, in keeping with the non-departmental organization of the Faculty. Applicants should have an earned doctorate in Human Development (or a related field), with an emphasis on exceptionalities in Special Education; evidence of scholarly work in early childhood intervention programs for children who have diagnosed disabilities; a commitment to interdisciplinary research; a willingness to create and non-age outreach activities to support children with disabilities, their families and teachers. An interest in national and international policies on early intervention would be an asset but not a requirement. The successful candidate would be able to articulate and promote a contemporary vision of intervention for children with severe disabilities in a Canadian context; beginning with early learning and care and continuing into schooling, and be able to work with an interdisciplinary team of researchers affiliated with the Institute for Research on Early Childhood Health and Education and education offering courses and degrees in graduate, undergraduate, pre-service, and in-service teacher education programs. As the Faculty of Education has a large and respected teacher education program, it is an asset for applicants to have documented experience work-

ing as a teacher or consultant in an educational system that provides direct services and programming for children with disabilities and their families. Applicants should forward (1) a letter of application describing their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty, (2) a current curriculum vitae, (3) the names and contact information for three referees, and (4) the scholarly paper for Dr. John Neat, Acting Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Dr., Burnaby, BC V5A 1S6. Review of applications begins on September 1, 2007. Only short-listed candidates will be contacted. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment and offers equal employment opportunities to all qualified applicants. All appointments are subject to budgetary approval. Under the authority of the University Act, personal information that is required by the University for academic appointment purposes will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Engineering Science at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (PHYSIOLOGY). The Department of Health Studies and Gerontology (PHYSIOLOGY) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (PSYCHOLOGY). The Department of Health Studies and Gerontology (PSYCHOLOGY) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (SOCIOLOGY). The Department of Health Studies and Gerontology (SOCIOLOGY) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (ANTHROPOLOGY). The Department of Health Studies and Gerontology (ANTHROPOLOGY) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (HUMAN DEVELOPMENT/EXCEPTIONALITY). The Department of Health Studies and Gerontology (HUMAN DEVELOPMENT/EXCEPTIONALITY) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (COUNSELLING). The Department of Health Studies and Gerontology (COUNSELLING) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

HEALTH STUDIES & GERONTOLOGY (SOCIAL WORK). The Department of Health Studies and Gerontology (SOCIAL WORK) at the University of Waterloo invites applications for a number of tenure-track and tenured faculty positions. The levels of appointment will be Assistant, Associate, and Full Professor. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notech.html

Dean — Faculty of Arts; School of Health Studies; School of Music

Brandon University is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment.

Brandon University invites applications and nominations for the positions of Dean of Arts, Dean of Health Studies, and Dean of Music. Reporting to the Vice-President (Academic and Research) these are key leadership positions.

Reflecting Brandon University's mission and identity, we are seeking individuals who are committed to supporting and sustaining excellence in undergraduate education, innovatively engaging curricular development and further enhancing Brandon University's successes in obtaining external support for major research initiatives. The successful candidates will provide creative, academic and administrative leadership and support to department chairs, faculty, staff, and students.

For all three decanal appointments we seek individuals with the following qualifications:

- An earned doctorate (or, in the case of Health Studies and Music, equivalent professional preparation) and an outstanding record of research and/or creative achievement appropriate to lead their respective Faculty/School
- Demonstrated success in research and teaching appropriate for a tenured appointment at the rank of associate or full professor
- Demonstrated academic administrative leadership accompanied by a strong vision for strengthening the role of primarily undergraduate universities in a regional, national and international context

The Dean of Arts will lead the largest Faculty at Brandon University and is responsible for B.A., B.B.A. and B.F.A. programs. We are seeking a scholar with significant administrative experience who is dedicated to supporting diversity and prepared to champion the important role of the Arts across the university curriculum. The successful candidate will have the demonstrated ability to support creative and critical thinking and to reach beyond traditional disciplinary boundaries to produce new models of inquiry. The Dean will further develop existing graduate programs (i.e. Rural Development) and bring new graduate proposals to fruition. It is essential that the Dean of Arts hold strong academic qualifications in addition to proven administrative abilities in the context of diverse disciplinary interests.

The Dean of the School of Health Studies leads Brandon University's innovative Nursing Programs. The Dean is responsible for the academic leadership of the Bachelor of Science in Psychiatric Nursing, the Bachelor of Nursing, and related post-diploma programs. Additionally, the Dean of Health Studies holds responsibilities for the degree program in First Nations and Aboriginal Counselling. The successful candidate will have the credentials and experience to lead these professional programs. The Dean is required to lead strategic planning and to assist in the development of a vision for the future. Working closely with directors of health and social service agencies, the Dean is an effective advocate for the School to the health and human services community and engages the School in developing and sustaining a shared vision.

The Dean of the School of Music leads Brandon's internationally recognized 100 year old music program. The School offers Bachelor of Music degrees, concurrent B.Mus./B.Ed. programs (in cooperation with the Faculty of Education), and Master's degrees in Performance & Literature or Music Education. It is also the home of the renowned Eckhardt-Granaté National Music Competition. The successful candidate will have the credentials and experience necessary to lead diverse programs and to collegially establish organizational priorities. The Dean of Music will lead strategic planning and effectively support change in the context of a developed external review that has been recently completed within the School. Additionally, the Dean will nurture positive relationships between the School and the various communities that are served by the faculty and students. The School of Music has launched a major fund-raising campaign in which the Dean will play a key role.

All positions are five-year renewable appointments and will commence July 01, 2008 or upon the availability of the successful candidate. Applications and nominations should be accompanied by a detailed curriculum vitae and the names of at least three references and should be submitted in confidence prior to September 30, 2007 (or until the position is filled).

All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority.

We thank all applicants for their interest and effort in applying for this position, and advise that only those candidates selected for interviews will be contacted. Short-listed candidates will be expected to provide credentials at time of interview.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.



"Something Special"

Contact:
Dr. Scott Giff
Vice President
(Academic & Research)
Brandon University
270-17th Street
Brandon, Manitoba
Canada R7A 6A9
Fax: (204) 726-7340
E-mail: info@brandonu.ca

For more
information visit:
www.brandonu.ca

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CAREERS CARRIÈRES

this position include, but not limited to, energy system analysis and design, energy impact assessment, renewable energy, advanced energy technologies, energy storage, pollutant emission reduction and abatement, etc. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: msullivan@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for

practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING** – University of Saskatchewan. The Department of Mechanical Engineering at the University of Saskatchewan invites applications for two full-time, tenure-track faculty positions, one in the area of Applied Mechanics, and the second in Materials Science. In both cases, the Department is especially interested in candidates whose research will utilize the Canadian Light Source (<http://www.lightsource.ca/>). The CLS is a world-class synchrotron facility housed at the University of Saskatchewan.

Applied Mechanics: The candidate should have broad experience in mechanics and be able to teach a wide range of courses in the field. Although all candidates with excellent credentials in applied mechanics will be considered, the Department is particularly interested in individuals who would specialize in biomechanics, mesomechanics, and/or nano-mechanics, and take advantage of the research opportunities available through the CLS. The applied mechanics group is actively involved in the areas of advanced computational mechanics, computer modeling and simulation, robotics, optimization, dynamics and vibrations, biomechanics, tribology, and inverse problems. Well-equipped laboratory facilities include Instron testing machines, a vibrations laboratory with suspended floor and shaker unit, fatigue testing facilities, and a robotics laboratory complete with flexible manipulators. Materials Science: The candidate should have broad expertise in materials science and engineering and be able to teach a wide range of courses in the field. Many special – and even unique – opportunities exist for research in materials science at the University

of Saskatchewan, including the CLS and the Saskatchewan Structural Sciences Centre. The materials science group is currently involved in research related to composites, surface engineering, welding, corrosion, friction and wear, and related industrial applications. The Department is also home to a Canada Research Chair in Nanomechanical Coating Technologies, which is focused on the development of new nano-structured coatings to achieve improved physical properties for advanced machining and biomedical applications. Well-equipped laboratory facilities include two electron microscopes (including a high-resolution STEM), a dual ion beam deposition system, a nano/micro mechanical property tester, creep testing machines, and a thermal analysis system. Both appointments will be at the rank of Assistant Professor (or perhaps Associate Professor for exceptional cases) and begin September 1, 2007. Candidates should have Bachelor's and PhD degrees in Mechanical Engineering or a closely related discipline. A demonstrated commitment to intensive, high quality research and a strong interest in teaching both undergraduate and graduate

students is expected. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the General Engineering program. The successful candidate is expected to develop an active, externally-funded research program and be eligible for registration as a Professional Engineer in the Province of Saskatchewan. The Department of Mechanical Engineering comprises 19 faculty members, 4 Professors, 8 Emeriti, 8 support staff, several POFs and research associates, approximately 60 graduate students and 250 undergraduate students, and offers BE, MENG, MSc, and PhD degrees. More information on the Department can be found at: <http://www.eng.usask.ca/dept/mec/>. Applicants should submit a curriculum vitae, the names and e-mail addresses of at least three referees and a statement of research and teaching interests to: Professor O.J. Bergstrom, Department Head and Chair of the Search Committee, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be emailed to: hr@mech.usask.ca. We intend to begin processing applications in July 2007. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

successful candidate. Applicants must possess a PhD degree in Biophysics, Physics, or a related discipline, with a strong record in publications and independent grant support. The applicant must have demonstrated a potential for developing innovative areas within a collaborative research environment. The successful candidate will be expected to develop a new university course in his/her areas of specialty, and to contribute teaching and supervision at the undergraduate and graduate student levels. Western's Recruitment and Retention Office is available to assist in the transition of successful applicant and his/her family. Applications are invited immediately and the position will be open until it is filled. Please send a detailed curriculum vitae, a statement of research objectives, and the names of three references to: Dr. Jerry Bättgen, Chair, Department of Medical Biophysics, Medical Sciences Building, Schulich School of Medicine and Dentistry, The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MEDICAL SCIENCES** – University of Victoria. The University of Victoria, in partnership with the University of British Columbia, invites applications for a full-time tenure-track faculty position at the rank of Assistant or Associate Professor. We are seeking applicants with expertise in the teaching of Gross Human Anatomy and Histology. A demonstrated research potential and a commitment to establishing a successful research program are required. Primary responsibilities of the successful candidate will be to support the Island Medical Program and its medical students through curriculum planning, classroom and laboratory teaching, and student mentoring and assessment. Applicants should possess a MD or PhD in Anatomy or equivalent, with demonstrated experience in teaching Human Gross Anatomy and/or Histology. The successful candidate must have an excellent teaching record and should be prepared to contribute to the further development of graduate programs in the life sciences at UVic. An interest in collaborating with other scientists and clinical faculty within the institution and community to foster interdisciplinary research is essential. The University of Victoria, with about 15,000 students (including 2,000 graduate students) and nearly 3,400 academic and support staff, is strategically poised on the Pacific Rim. Organized in ten Faculties and two Divisions, it is known for outstanding scholarship and innovative education and, in particular, for the largest co-op education program in Western Canada. UVic is also 60's second largest educator in the health sector and has exemplary interdisciplinary research centres, which are internationally renowned for research related to health. The University of Victoria is in partnership with the University of British Columbia and the



UNIVERSITY OF
ALBERTA
EDMONTON, ALBERTA, CANADA

Senior Professor, Environmental Pediatrics and Child Health

The School of Public Health and the Division of Pediatrics, Faculty of Medicine and Dentistry, University of Alberta are seeking to recruit a full-time tenure-track position at the rank of full Professor. The successful candidate will be a leader in child health and environmental pediatrics, possess an MD and PhD in a related discipline, be eligible for a license to practice medicine in Alberta, and present excellent teaching and communication skills. Qualified candidates with extensive experience in program development especially in aboriginal or disadvantaged communities are encouraged to apply. A clear commitment to graduate training and support of public health practitioners is essential. Significant opportunities exist for research funding and involvement in a wide range of public health research areas in the only School of Public Health in Canada. The professional MPH, and research MSc and PhD degrees are currently offered. Please visit www.publichealth.ualberta.ca for further information about the School of Public Health. A letter of application, statement of research interests,

teaching dossier or statement of teaching philosophy, and curriculum vitae with a list of publications and names of three referees, should be sent by July 13, 2007 to:

Dr R. Palmer
Interim Dean, School of Public Health
13-103 Clinical Sciences Building
Edmonton, Alberta, Canada T6G 2G3
E-mail: dean.publichealth@med.ualberta.ca

While qualified candidates are strongly encouraged to apply by July 13, applications will be accepted until the position is filled.

The University of Alberta is a leading research-intensive institution centered in Edmonton, Alberta, Canada. To complement a challenging and fulfilling professional career, Edmonton and Alberta present diverse cultural, recreational and social offerings in an attractive economic background. For further information, visit www.ualberta.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

CAMERON CHAIR IN CANCER HEALTH SERVICES AND OUTCOMES RESEARCH

Dalhousie University is recruiting a PhD or MD Cancer Research/Clinician Scientist for the newly funded Cameron Chair in Cancer Health Services and Outcomes Research. Working with the Dalhousie Cancer Research Program the successful candidate will join a successful and growing team of cancer researchers in several Dalhousie University departments anchored by six Endowed Chairs in different domains of cancer research.

Dalhousie University has been ranked by The Scientist magazine as 1st in the world, outside of the United States, as the best place to conduct a research career! The Dalhousie Cancer Research Program is building a dynamic interdisciplinary team of researchers with strengths in access to health services, outcomes, population health, and cancer cell biology.

The successful candidate will hold a primary appointment in one of the Faculties of Medicine, Health Professions, or Arts & Sciences; cross appointments are also encouraged. He/she will have demonstrated a promising record of research excellence in cancer related health services and outcomes research in one or more areas, such as: 1) health services for cancer patients at individual, community and population levels; 2) strategies to improve cancer outcomes at population, community and diagnostic group levels; 3) identification of risk factors and indicators related

to successful outcomes; and 4) improved indicators of benefit for patients, families, communities and populations. The candidate will develop and lead a personal program of research to improve the knowledge, quality, effectiveness and efficiency of cancer services and outcomes and will play a key role in the continuing and collaborative development of the Dalhousie Cancer Research Program.

Applications including a CV, statement of interest in this position, a brief outline of the applicant's five year research goals, and the names and addresses of three references should be sent to the Chair of the Selection Committee, Dalhousie Cancer Research Program, Room 11-B2, Tupper Building, 5859 University Avenue, Halifax, NS B3H 4H7. Applications will be considered with a deadline of September 30, 2007 or until such time as a suitable candidate is identified. Due to the collaborative nature of this initiative, your applicant CV may be shared with other research, clinical and administrative leaders within the Dalhousie University community; inform us of the extent to which you may wish to limit such disclosure of your application prior to candidate short listing.



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Atypical Action employer. The University encourages applications from qualified people, persons with a disability, racially visible persons and women.

CARRIERS CARRIÈRES

University of Northern British Columbia to expand the UBC Faculty of Medicine under-graduate medical education program. The first expansion program intake for the Island Medical Program took place in August 2004. The program is based at the University of Northern British Columbia, a sophisticated, state-of-the-art learning and research facility at the UBC campus, and at Vancouver Island Health Authority hospital facilities. The primary appointment for this position will be to the Division of Medical Sciences at the University of Victoria, with an affiliate appointment to the Faculty of Medicine at UBC. UBC is an equal employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Further information about the Island Medical Program can be obtained at: <http://web.ubc.ca/imp>. Nominations and applications should be submitted by the earliest convenience, and no later than July 31, 2007. The top three candidates for these positions in January 2008 or earlier are negotiated. Applications should include a current curriculum vitae, teaching dossier, and the names of three referees who might comment knowledgeably on the qualifications on the basis of which the individual merits consideration. Please send to: Oscar G. Casira, MD, FRCP, Associate Dean, Island Medical Program, University of British Columbia, Head, Division of Medical Sciences, University of Victoria, PO Box 1700 STN CSC, Victoria, BC, V8W 2Y2, Fax: (250) 472-5555, Email: murphy@ubc.ca.

■ **MUSIC** — York University, The Department of Music, Faculty of Fine Arts, and York University invites applications for a three-year, contractually limited appointment in Jazz Performance and Composition at the rank of Sessional Assistant Professor, effective August 1, 2007. The successful candidate will have a master's degree in music (or equivalent in professional experience and education) with solid evidence of exceptional performance ability and extensive credits as a dedicated and inspiring teacher of jazz performance. Preference will be given to candidates at both graduate and undergraduate levels is preferred and therefore an established career in jazz performance as a knowledgeable jazz performer and composer with documentation of numerous commercial jazz recordings, broadcasts, concerts, and reviews is required. Candidates will be given to candidates with professional level performance competency in a variety of jazz styles and proficiency on a variety of jazz instruments. Experience in an additional area (e.g., History of Jazz, Jazz Theory, Orchestra and Arranging, Improvisation, Recording Development, Career Development, etc.) will be considered beneficial. The Department seeks someone who can respond to the opportunities created by a diverse and extremely talented student body. Current music degree offerings include: B.A. Honours and B.A. M.A. and Ph.D. All York University positions are subject to budgetary approval. A letter of application, curriculum vitae, supporting material (including three recent compact disc recordings) plus three letters of reference should be sent to: Professor Brian Egan, Chair, Department of Music, Faculty of Fine Arts, 357 Acadia Ave., York University, 4700 Keele Street, Toronto, ON, M3J 1P3. The deadline for application is June 15, 2007. York University is an Affirmative Action Employer. The Affirmative Action Act can be found on York's website at www.yorku.ca/academic. A copy can be obtained by filling the affirmative action form at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry to citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **NANOTECHNOLOGY ENGINEERING** — University of Waterloo, The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g., quantum structures, molecular electronics, micro/nano instruments (e.g., nanoscale spectrometry, fluidics), nanobiosystems (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanopolymers, nanocomposites, nanosensors). The successful candidates are expected to establish well-earned, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The department is involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are well-established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: necf@uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan

Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The Region is a technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ **PHARMACY** — University of Waterloo, The new School of Pharmacy, University of Waterloo (UW) is an innovative operating for a Generic Research Clinician. This position has been created through a collaborative initiative between UW, the Research Institute for Aging, FSI-Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. a dynamic and innovative organization that features a (PH) senior care facilities (Long Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70 percent of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly, evaluate the effects of medications on patient clinical, psychosocial, and economic outcomes in the generic setting, develop and use data repositories and novel population-based methods to optimize the use of medications, and for the identification and/or consultation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes substantial external funding, and offer strong potential for an ongoing research

program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, M.O., or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — the integration of pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough development. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. The exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca and dates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applicants should include: 1) curriculum vitae; 2) the names of at least three individuals willing to furnish letters of reference; 3) an outline (1-2 pages) of the proposed scholarly activity;

4) a one-page statement regarding teaching philosophy; and 5) a concise statement regarding experiences in inter-, trans-, and/or multi-disciplinary research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY** — University of Waterloo, The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioners/Educators. We are seeking candidates who offer exceptional communication

skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacokinetics, pharmacoinformatics, primary care, interventional health, pharmaceutical care, and pharmaceutical education. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough development. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. The exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and

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QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Managerial Economics, Organizational Behaviour/Human Resources, Management Science/Quantitative Methods, Marketing, International Business, and Strategy/Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION:

Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. BusinessWeek ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world; and our open enrolment executive education programs #1 in Canada and #10 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowledge-based

enterprise and corporate governance. The School is fully accredited by U.S.-based AACSB, Brussels-based EQUIS (the accrediting arm of EFMD — the European Foundation for Management Development), and U.K.-based Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca.

THE CITY:

Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at qufu.ca/. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deanoffice@business.queensu.ca.

Dr. Brent Gallupe, Associate Dean
Queen's School of Business — Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

Athabasca University Canada's Open University

Specializing in distance and on-line education, Athabasca University offers university education to approximately 37,200 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing quality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Alberta.

Assistant Professor, Labour Relations, Centre for Work and Community Studies

Athabasca University, Canada's Open University, invites applications for an Assistant Professor, Labour Relations within the Centre for Work and Community Studies. Responsibilities in this challenging position will include coordinating and teaching distance education courses in Labour Relations and Human Resources. These courses are featured in a degree in Human Resources and Labour Relations and in the School of Business programs. The successful candidate will be expected to work collaboratively with other faculty and staff, particularly those associated with Labour Studies, Educational Studies, and the School of Business programs. The incumbent will be expected to maintain an ongoing program of research and other scholarly pursuits.

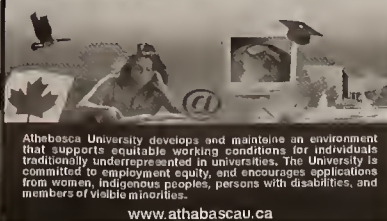
The successful candidate must possess a Doctorate degree and evidence of independent research and writing skills as well as a high degree of self-motivation and self-direction. Experience of labour relations and/or human resources issues as well as experience with teaching at a distance will be considered an advantage. All educational credentials must be recognized in Canada.

Please refer to the full job profile on our Web site at: www1.athabasca.ca/hr/careers/jobs

This is an AUFA tenure track appointment. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Jeff Taylor at 1-855-256-9948 or via e-mail: jeff@athabasca.ca. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees, quoting Competition #CA-APLR-0410. Applications should be e-mailed to the Human Resources Advisor, Human Resources, atresume@athabasca.ca. The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications June 10, 2007.



Athabasca University develops and maintains an environment that affords equitable working conditions for all employees. The University is traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

www.athabasca.ca

CAREERS CARRIÈRES

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Position
In the area of Accounting

FACULTY OF ENGINEERING

Tenure-Track Position
In the area of Petroleum Systems Engineering

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
1737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in inter-, trans-, and multi-disciplinary research or practical innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmacology, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical informatics, and bioinformatics. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience

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WE ARE SEARCHING FOR TWO EXCEPTIONAL LEADERS: DEAN OF THE FACULTY OF SCIENCE AND FOUNDING DEAN OF THE FACULTY OF PROFESSIONAL STUDIES.

The University College of the Fraser Valley is a teaching, primarily undergraduate institution with a growing emphasis in graduate education and research. Through the recent provincial review of post-secondary education in British Columbia, UCFV has been recommended to become a regional university. The university enrolls over 10,000 students in 13 undergraduate and graduate programs and more than 80 certificate and diploma programs. Located in the beautiful Fraser Valley just east of Vancouver, British Columbia, UCFV has campuses in Abbotsford, Chilliwack and Mission and regional centres in Agassiz and Hope. The new Chilliwack campus, located at the Canada Education Park on the banks of the scenic Vedder River, opens this fall. The university has four faculties: Arts, Science, Professional Studies, and Trades and Technology. UCFV is known for its collaborative faculty, staff, and student relationships and a supportive environment that encourages innovation and was recognized this year by Toronto's Collin Baer Group as the top employer in Western Canada. The university's commitment to students has been underscored by top-tier grades in the Globe and Mail's University Report Card for quality of education and university experience.

DEAN OF SCIENCE

The Faculty of Science has approximately 85 faculty members and over 1000 students in its undergraduate major and minor programs. The Faculty of Science consists of six academic departments: agricultural technology, biology, chemistry, kinesiology and physical education, mathematics, and physics; a Mathematics Centre and a newly established Centre for Environmental Sustainability.

Close student and faculty contact, laboratory and field intensive experiences, peer learning, and student research are hallmarks of a faculty recognized for teaching excellence.

The successful candidate will have: a doctorate and be eligible for appointment within the faculty; demonstrated leadership skills; superior interpersonal and managerial skills; a record of academic accomplishment in teaching, research, and community service. The dean must lead the Faculty in the development and implementation of an innovative educational plan within the framework of the university's existing Education Plan and new academic governance structure. The dean reports to the Vice President (Academic) and Provost, and as a member of the Senior Administrative Group participates in the development of institution-wide policies and procedures. (Project 8599)

These two appointments are effective September 1, 2007 or as soon as possible thereafter. The Selection Advisory Committees will begin reviewing candidates in May, 2007. Applications and/or nominations should be submitted along with a curriculum vitae, in confidence to The Caldwell Partners. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All responses to The Caldwell Partners are confidential. Please indicate your interest in either Project 8599 (Dean of Science) or Project 8598 (Dean of Professional Studies) through the "For Candidates" section of www.caldwell.ca, by email to vancouver@caldwell.ca, or in writing to 850-1095 Pender Street, Vancouver, V6E 2M6.

THE CALDWELL PARTNERS

TORONTO · CALGARY · HALIFAX · OTTAWA · VANCOUVER · MONTRÉAL · WINNIPEG

in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHILOSOPHY – McMaster University. The Department of Philosophy invites applications for a one-year, contractually limited position, effective July 1, 2007 at the rank of Lecturer or Assistant Professor. Preference will be given to applicants qualified to teach courses in Critical Thinking, Philosophy, Law and Society, Philosophies of War and Peace, Theory of Knowledge, and Advanced Bioethics, as well as playing an active role in the research and service activities of the Philosophy Department. The minimum salary for the one-year period at the rank of Lecturer will be \$44,409.00 or Assistant Professor will be \$55,015.00. Qualifications should include a PhD in Philosophy, in hand or new completion by the reporting date, previous teaching experience and demonstrated ability to teach undergraduate courses in philosophy. The successful candidate will also be expected to participate in the research and administrative activities of the department. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff.

PHYSICS – St. Francis Xavier University. The Physics Department, St. Francis Xavier University invites applications for a limited term contract position for a period of 9 months commencing August 15, 2007 at the rank of Assistant Professor. Applications will be considered from individuals with experimental physics but the department expects this appointment to complement its present strengths. We seek candidates with an excellent research record and a strong commitment to undergraduate teaching. Applicants should have a PhD and some post doctoral experience. The appointment is subject to budgetary approval. The Physics Department is widely recognized for the high quality of both its research and teaching. The University is primarily an undergraduate institution offering Honours, Advanced Major and Major degree programs. We expect that the successful candidate would teach courses from Modern Physics, Atomic and Molecular Physics, Electromagnetism and Geophysics in the Department. Locally, the department's strengths are in atomic and molecular physics, condensed matter and statistical physics, and in developing a table experimental facilities include a high power laser system used to study laser-scattered electron-atom and electron-molecule collisions, and a cluster for low temperature magnetism for condensed matter research. The department operates a 350-cpu computer cluster for computational research in materials physics and biophysics. SFXU is also one of the principal hosts of ACEnet, a \$25 million CFRI-funded regional high performance computing consortium that is increasing the scale of computing facilities. In 2004 the department moved into a new, state-of-the-art physical sciences complex. Candidates are invited to visit the department website at www.sfxu.ca/academic/physics/ to learn more about the department. Located in northeastern Nova Scotia, Antigonish is a picturesque university town offering a high quality of living. Antigonish is the local port of call for a large portion of Nova Scotia, and is home to excellent educational and health care facilities, as well as a rich and diverse range of cultural events. Recreational opportunities abound along Nova Scotia's spectacular coastline. Consideration of applications will begin on May 31, 2007 and will continue until the position is filled. All candidates should submit a detailed curriculum vitae, a statement of research and teaching interests, a copy of a representative research publication, and the names and contact information for three references to the address below. In accordance with Canadian Immigration requirements this advertisement is directed to the first instance to Canadian citizens and permanent residents. Successful candidates are committed to employment equity and invites applications from all qualified candidates, including women, aboriginal peoples, members of visible minority groups, and persons with disabilities. Send documentation to: Dr. B. Wulfsberg, Chair, Physics Department, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5.

PHYSICS – ASTRONOMY – University of Waterloo. The Department of Physics, University of Waterloo, invites applications for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography.

CAREERS CARRIÈRES

(iii) astroparticle physics, including early-universe and inflationary cosmology, standard model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to The Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567; Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

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■ **SOCIAL JUSTICE** – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice commencing July 1, 2008. For a detailed position description visit our website at www.uwindsor.ca/faculty positions. Contact: Willem de Lint, PhD, Chair, Search Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: (519) 253-3000, Ext. 2130; Fax: (519) 971-3021; Email: william.de.lint@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-685-6608 (toll free) within North America, call collect outside of North America at (519) 561-1432 or Email: recruitment@uwindsor.ca.

■ **SOCIAL WORK** – York University. The School of Social Work within York University's Atkinson Faculty of Liberal and Professional Studies is seeking applicants for two (2) one-year contractually limited term positions, effective August 1, 2007. See our ad in this issue's Careers section.

■ **SUSTAINABILITY & ENVIRONMENTAL HEALTH** – Oshawa University. Environmental Programs in the Faculty of Science, Oshawa University, invites applications for the Elizabeth May Chair in Sustainability and Environmental Health. This is a Junior Research Chair (probationary tenure-track position at the level of Assistant Professor, to begin July 2008. We seek an emerging researcher and educator who demonstrates academic creativity in sustainability and environmental health and has the potential to achieve international recognition in this field. Candidates must have the potential to attract excellent students and trainees and be proposing an original, innovative and inspiring research program. We expect applicants to demonstrate enthusiasm for teaching students and a commitment to interdisciplinary work in environment. The ability to integrate GIS into both research and teaching is a very desirable attribute. Applicants should have a strong or promising scholarly record, and should be expected to complete a PhD by July 1, 2008. Applications will be considered beginning September 1, 2007. Applications should include a curriculum vitae, a statement outlining research and teaching interests, and evidence of research and teaching ability. Applicants should arrange for three letters of reference to be sent prior to the closing date. All queries, applications and letters of reference should be directed to Ms. Natasha LaRoche, Coordinator, Elizabeth May Chair in Sustainability and Environmental Health, Environmental Programmes, Faculty of Science, Oshawa University, Halifax, NS, Canada, B3H 4J1; Phone: (902) 494-8056; Fax: (902) 494-1123; Email: natasha.laroche@osha.ns.ca. Deadline: August 31, 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Oshawa University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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■ **TAX LAW** – York University. The School of Administrative Studies within York University's Atkinson Faculty of Liberal and Professional Studies is seeking applicants for a three-year contractually limited term position, effective September 1, 2007. See our ad in this issue's Careers section.

ACCOMMODATIONS

■ **EDINBURGH, SCOTLAND** – Fully furnished 3-bedroom flat for rent from September 2007 to June 2008. Centrally located (New Town). Facilities include: central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University. Email: kchittick@trentu.ca or sbrown@trentu.ca.

■ **PROVENCE, SOUTH OF FRANCE** – Furnished three bedroom house, picturesque Pyrenees, 20 km. from Aix. Available from July for short or long term rental. From \$1300 per month inclusive. Ref: 14161588-2580. www.uwaterloo.ca. Email: wmilong@ovc.male.org.



Schulich School of Medicine & Dentistry | The University of Western Ontario Genetic Epidemiology

The Department of Epidemiology and Biostatistics invites applications for a probationary (tenure-track) position in Genetic Epidemiology, at the rank of Assistant Professor. If qualifications and experience warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure. This appointment is available July 1, 2007 but could be taken up at any negotiated starting date in the academic year. The successful candidate will also be offered a cross-appointment in the Department of Medicine.

Qualified applicants must have a PhD, or equivalent, and will have an established record of research and publication in Genetic Epidemiology or Population Genetics. The successful candidate will be expected to maintain an ongoing vigorous research program. The candidate will also have a commitment to, and demonstrated aptitude for, teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Consideration of applicants will include an assessment of previous performance, qualifications, and experience.

The University of Western Ontario located in London, Ontario, is a research-intensive institution with a wide range of academic and professional programs (see <http://www.uwo.ca> and <http://www.goodmoveandon.com> to learn more). Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Faculty in the Department of Epidemiology and Biostatistics (<http://www.uwo.ca/epidem>) have research interests which include the development and application of a range of methodologies (including cluster randomization, genetic epidemiology, survey methods, population-based cohort studies and program evaluation) to a range of topic areas with a general focus on population health and health services research. The successful candidate will benefit from the growing research interest at Western in the development of statistical methods to assess gene-environment interactions. This position is being offered in partnership with the Department of Medicine where a world-class research group in pharmacogenomics and personalized medicine is located. Other, related, interests at Western include active, ongoing recruitment in the area of Bioinformatics as well as expertise in molecular biology.

Interested applicants should forward their curriculum vitae, a description of their research accomplishments, the names of three references, and a proposal for future research to: Dr. M. Karen Campbell, Professor and Chair, Department of Epidemiology and Biostatistics, Kresge Building, Room K201, The University of Western Ontario, 1151 Richmond Street, London, ON N6A 5C1. Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ROYAL MILITARY COLLEGE OF CANADA

Assistant Professor Electrical & Computer Engineering

The Electrical and Computer Engineering Department of the Royal Military College of Canada invites applications for a tenure-track position at the level of Assistant Professor or, for an exceptionally qualified candidate, at the level of Associate Professor. All candidates must be eligible for registration as Professional Engineers in Canada.

The required qualifications are a PhD or its equivalent in Electrical Engineering, acceptable teaching experience in Electrical Engineering, and a strong or promising record of publications. An exceptional candidate close to completion of PhD may be considered. Industrial experience may be considered where relevant.

The Electrical and Computer Engineering Department is seeking to strengthen its expertise in robotics and power electronics. The successful candidate should be prepared to teach at the undergraduate level, but will also teach and supervise graduate students, conduct research, and is expected to be a Professional Engineer, or to become one during the first 36 months of employment. The ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP) will be considered an asset.

The salary range is \$46,283 to \$84,515 per annum for Assistant Professor, and \$63,583 to \$101,814 per annum for an Associate Professor, plus an annual Terminable Allowance of \$3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications, and the names and contact details of their references, to:

Ms. Cheryl Hogan
Civilian Human Resources Service Centre
Canadian Forces Base Kingston
PO Box 17000, Station Forces
Kingston, ON K7K 7B4
Phone: (613) 541-5010, extension 5037
Fax: (613) 541-4496
Email: hogan.cl@forces.gc.ca

The expected starting date for the position is 1 October 2007.

The closing date for applications is 1 July 2007.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca/cicic/> for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.



Canada

COLLÈGE MILITAIRE ROYAL DU CANADA

Professeur(e) Adjoint(e) Génie électrique et informatique

Le département de génie électrique et de génie informatique du Collège militaire royal du Canada invite les candidatures pour un poste permanent au rang de professeur adjoint ou au rang de professeur agrégé pour un candidat exceptionnellement qualifié. Tous les candidats doivent être éligibles à s'inscrire comme ingénieur professionnel au Canada. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en génie électrique, une expérience acceptable d'enseignement en génie logiciel et un dossier de publications solide ou prometteur. Un candidat exceptionnel dans la phase finale de son programme de doctorat peut être considéré. Une expérience industrielle peut être considérée si elle est pertinente.

Le département de génie électrique et de génie informatique cherche à accroître immédiatement son expertise pour le programme en génie électrique dans les domaines de robotiques et électroniques de puissance. Les candidats choisis devront enseigner principalement des cours du premier cycle, mais aussi enseigner et superviser au niveau du deuxième cycle. Ils seront appelés à développer un programme de recherche et devront être ou pouvoir devenir membre de l'ordre des ingénieurs professionnels dans les 36 premiers mois de fonction. La capacité de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP) sera considérée un capital.

L'échelle salariale est de 46 283\$ à 84 515\$ par année pour un professeur adjoint, et de 63 583\$ à 101 814\$ par année pour un professeur agrégé, plus une indemnité provisoire de 3 300\$ pour 2006/2007. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, accompagné d'un sommaire des intérêts de recherche, de quelques exemples de publications et les noms et coordonnées de trois références, à : Mme Cheryl Hogan, Centre de services des ressources humaines civiles, Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4; Téléphone: (613) 541-5010 poste 5037; Fax: (613) 541-4496; Courriel électronique: hogan.cl@forces.gc.ca

La date prévue d'entrée en fonction est le 1 octobre 2007.

La date limite d'acceptation des candidatures est fixée au 1 juillet 2007.

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : <http://www.cimcc.ca/cicic/>. Les candidats doivent noter que le Collège militaire royal du Canada enrôle des étudiants civils de deuxième et de troisième cycle, et que les deux étudiants et membres de la faculté, ont accès à des fonds pour supporter leurs études et leurs recherches incluant des fonds de CRSNG. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Dans ce document, la forme masculine désigne, lorsqu'il y a lieu, aussi bien les femmes que les hommes. L'emploi du masculin a pour but de faciliter la lecture du texte.

Protecting the Integrity of Academic Work

2-4 November 2007
Fairmont Château Laurier Hotel · Ottawa

» Universities have long served the common good through discovery, education and service. But this historical mission is in jeopardy from a number of sources that threaten the integrity of the academy and the work that is done there. We identified four critical challenges to academic integrity and are bringing together more than twenty experts from Canada and abroad to discuss them. We hope you will join us at the conference.

Our production-driven research culture

What consequences follow the heightened pressure to 'publish or perish'?

Pressures exerted by external sponsors

Are science and research being compromised by the growing role of private funders and their aggressive pursuit of their own interests? Who wins and who loses when academics push back?

Outside pressures on academic discourse

Academic credibility is a valuable commodity. How are special interest groups attempting to gain access and influence within our universities and colleges? How should we respond?

The unbundling of faculty work

What happens to community, coherence and academic quality in the era of new managerialism, casualization and outcomes assessment?

For additional information contact
Marcus Harvey (613-726-5191)

Conference registration
www.crowefoundation.ca

SPEAKERS INCLUDE:

Brian Alters

Director, Evolution Education Research Centre, McGill & Harvard Universities

Harry W. Arthurs

University Professor of Law & Political Science, Osgoode Hall Law School

Aubrey Blumsohn

Former Senior Lecturer in Metabolic Bone Medicine, University of Sheffield

Michele Brill-Edwards

Former Senior Physician, Canada's Health Protection Branch

Mary Burgan

Former General Secretary, American Association of University Professors

Joanna Cohen

Director of Research & Training, Ontario Tobacco Research Unit, University of Toronto

Rosemary Deem

Professor of Education, University of Bristol

Shadia Drury

Canada Research Chair in Social Justice, University of Regina

Brenda Gallie

Professor of Medicine, University of Toronto

Kurt Gottfried

Professor of Physics Emeritus, Cornell University
Chair, Union of Concerned Scientists

Donald Gutstein

Senior Lecturer, School of Communication, Simon Fraser University

David Healy

Professor of Psychological Medicine, Cardiff University College of Medicine

Sheldon Krinsky

Professor of Urban & Environmental Policy, Tufts University

Walter Benn Michaels

Professor of English, University of Illinois-Chicago

Arthur Schafer

Director, Centre for Professional & Applied Ethics, University of Manitoba

Seth Shulman

Author of *Undermining Science: Suppression & Distortion in the Bush Administration*

Blair Stonechild

Professor, Indigenous Studies, First Nations University

Jon Thompson

Chair of Mathematics & Statistics, University of New Brunswick

Sir David Wallace

Master of Churchill College, University of Cambridge
Treasurer & Vice-President, Royal Society (UK)